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January 1988

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

OFFICIAL INFORMATION

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THE UNITED BROTHERHOOD of CARPENTERS & JOINERS of AMERICA

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Bells and clocks herald the new year in North America, but there are other ways of welcoming January around the globe.

Ancient Egyptians beat each other over the head to observe the new year. Indebted Japanese once committed suicide on January 1, until modern Japanese began paying all debts by year's end. Modern Americans watch football.

From the pyramids to the Rose Bowl, men have greeted the new year with revelry, ritual and a touch of violence.

To make sure the old year was well out of the way, Egyptians staged an "annual fight with clubs." The Greek historian Herodotus reported, "They bash each other's heads in, and, some I think, may even die of their wounds."

The Greeks contributed those cartoonists' standbys—the New Year Babe and Father Time. During the festival honoring Dionysus, god of vegetation and wine, an infant was paraded as a symbol of rebirth.

Father Time survives as a descendant of the Greek god Cronus, lord of the universe. Cronus bore the lines of inestimable years on his face, and he carried a scythe.

Later, Cronus's name was confused with the word *chronos*, meaning "time." So the hourglass has been placed permanently in the hand of the white-haired gentleman with the scythe.

The ancient Roman religion identified Saturn, god of agriculture, with Cronus. Like his Greek counterpart, Saturn carried a scythe. Pagan Rome celebrated from December 17 to 23.

The widespread observance of January 1 as the start of a new year stems from Roman times. Julius Caesar arbitrarily chose that date as the first day of the year when he initiated the Julian calendar. Consuls and other officials took office on January 1.—*photograph from H. Armstrong Roberts*

The long shadows of 1987 stretch into an uncertain 1988

There's catching up to do in the coming year

We never finish up a year neat and clean, and the shadows of unfinished 1987 jobs stretch far into 1988.

On the international scene, the Reagan administration has to continue its summitry, hopefully to remove the threat of nuclear disaster. It must continue its efforts to strike an international trade balance.

On the national scene, Congress and the President must take up the unfinished business of the budget deficit. It must act upon double-breasted construction legislation, welfare reform and further changes in the tax laws. Hopefully, we will seat a ninth member on the Supreme Court, and the highest court in the land will begin to deliberate with a judicial balance.

Members of the United Brotherhood will continue their efforts to keep up with the cost of living and an uncertain economy. Full employment remains a major objective of the UBC.

America's business economists have clouded crystal balls, as the new year begins. The stock market plunge in October has thrown them all into a loop.

They have generally slashed their year-end predictions on economic growth during 1988 to 2%, and some are predicting a recession this year. Others think a recession might eventually come in 1989 instead.

Although the forecast is for a sixth year of expansion, the pace will slow with a Gross National Product advancing by only 2% instead of the 2.7% predicted earlier.

The economists have altered their forecasts largely because past history has shown that consumers pull back on spending following an economic shock like the October stock market collapse.

Members of the National Association of Business Economists are "generally pessimistic" about inflation, and now expect consumer prices will increase by 4.3% between now and the fourth quarter of 1988.

That forecast is higher than the 3.8% prediction of a year ago but below the 4.8% rate they called for three months ago.

Forty-six percent of economists from goods-producing companies reported rising prices in their own companies up from 35% in August. Only 6% reported falling prices compared to 22% in the previous survey.

That suggests U.S. companies are responding to the lower dollar by raising their own prices, say some analysts.

More than 85% of the economists believe the dollar will decline further during 1988. Nearly one half say it will fall by 10% or more, while the other half are looking for a decline of less than 10%.

AS WE GO TO PRESS

General President Patrick J. Campbell announces his retirement in February

Patrick J. Campbell, general president of the United Brotherhood for the past five years and a UBC member for 42 years, has announced his retirement, effective February 1.

Under the provisions of the Constitution and Laws, Sigurd Lucassen, first general vice president, will assume the office of general president next month.

At the same time, John Pruitt, second general vice president, becomes first general vice president. The naming of a new second general vice president, will take place at a future meeting of the General Executive Board.

Campbell, 69, assumed the highest office in the UBC on November 1, 1982, following the retirement of William Konyha. A native of New York, Campbell joined Carpenters Local 964, Rockland County, N.Y., in 1945 after his discharge from four years of military service during World War II with the Air Force in the Pacific.

After a decade of active work with his local union and council, he was appointed by General President Maurice Hutcheson as an international organizer, and he moved to the General Office in Washington, D.C., in 1966 as assistant to the general president.

The retiring president is a member of the executive council of the AFL-CIO and a vice president of the AFL-CIO Building and Construction Trades Department

Campbell has not indicated his retirement plans. He and his wife, Bettie, are currently residing in Lake Ridge, a suburban community in northern Virgina, a few miles south of Washington, D.C.

The big dilemna hanging over Congress and the White House, last month, was, of course, the hugh federal deficit and what to do about it. Wall Street and every major financial districts around the world seemed to be waiting to see what the United States was going to do to get out of the red ink and into the black.

What Congress came up with and sent to the President didn't please many, but it did indicate some of the 1987 issues still casting their shadows over the economy this year.

The $604 billion spending legislation, which includes modest cuts in domestic and military spending, and the $9 billion tax increase legislation are aimed at trimming $33 billion from the projected budget deficit for the fiscal year which began October 1. Most of the tax increases fall on corporations and the rich.

The legislation was crafted to replace the $23 billion in across-the-board cuts of the Gramm-Rudman-Hollings automatic budget ax with legislated savings of at least equal size. Actual deficit cuts contained in the two bills, removing some one-time savings and accounting gimmicks, approximate the $23 billion.

The basic outline of the compromise had been hammered out in November in negotiations between congressional leaders and White House officials following the stock market crash in October. The crash has been blamed largely on the nation's huge budget and trade deficits. Even with the new spending and tax law, the deficit for the current fiscal year is projected to be almost unchanged from the $148 billion deficit in Fiscal 1987.

The spending bill barely passed the House on a 209-208 vote as 120 Democrats voted against it, most of them in protest against its inclusion of $8.1 million in non-military aid to the Contras fighting the Nicaraguan government. The main battle over Contra aid was set for early February, when a vote is to be taken over an expected request from President Reagan for broad military and non-military aid to the Contras.

Many House Democrats were angered that Contra aid had been included in the final bill even after the lawmakers had bowed to a Reagan veto threat in agreeing to drop a Fairness Doctrine provision from the bill. The 1949 doctrine had required radio and television broadcasters to air opposing sides of controversial public issues. The Reagan-appointed Federal Communications Commission last summer dropped the doctrine from its books.

Following the bill's one-vote approval by the House, the Senate approved it by a comfortable 59-30 margin.

The legislation reduces military spending by $5 billion to $285.4 billion. Domestic spending is cut by $2.6 billion to $176.8 billion.

The main budget item won by House Democrats, in a fight led by Henry Waxman (D-Calif.), was an additional $600 million over two years for the Medicaid program to assist poor pregnant women, children and others.

Medicare, the health program for the elderly and disabled, is cut by $2.1 billion through restraints on reimbursements to hospitals and doctors.

The spending bill also includes:

- **$904.5 million for AIDS research, counseling and testing, more than double the Fiscal 1987 level.**
- **Farm program cuts of $1.5 billion through prices paid farmers for commodities and adjustments in loan rates.**
- **A 2% pay increase for more federal workers.**
- **An eight-month delay, until August 31, of the imposition of financial penalties against metropolitan areas that fail to meet air pollution standards under the Clean Air Act.**
- **A ban on Japanese companies' participation in federally-funded public works projects until Japan opens its projects to U.S. companies.**

The $9 billion tax bill includes these provisions:

- **An extension of the 3% tax on telephone service.**
- **A raise in the railroad retirement tax and authorization of the general revenue fund to subsidize the railroad fund for one year.**
- **Extension for three years of the 0.2% surtax on the unemployment insurance tax paid by employers.**
- **Limiting the deduction for interest on a home mortgage to loans of $1 million or less, for up to two residences.**
- **A $100,000 cap on the deduction for home equity loans.**
- **Freezing the top rate on estate and gift taxes at the current 55% for five years rather than letting it fall to 50% in 1988.**
- **Impose a 50% tax on corporate raiders' stock gains.**

Looking Ahead

Higher interest rates, tighter credit, deficit reductions may limit expansion of construction in 1988

Dodge/Sweet's Construction Outlook notes reversal of building patterns

America's building and construction trades face job uncertainties in the year ahead.

"In contrast to 1987's offsetting gains and losses, the construction sector faces something closer to an across-the-board decline in 1988," according to the annual *Dodge/Sweet's 1988 Construction Outlook*, a bellwether of the industry.

Most of the construction setbacks in the year ahead will be relatively small ones, however, leaving total construction contract value at $242 billion, only 3% below the estimated 1987 total. In constant dollars, the 1988 decline will be more like 6%.

Curiously, *Dodge/Sweet* has discovered that the construction industry is "perversely doing its act backwards." This is what Dodge/Sweet means:

ONE-FAMILY HOUSING—Housing usually leads the general business cycle into decline, and for good reason. It is highly sensitive to the credit market, the availability of low interest rate mortgages. As the economy approaches its peak, the many demands on the credit market drive interest rates up, and homebuilding usually gets crowded out.

One-family homebuilding, traditionally the first building market to crack as the cyclical clock runs out, instead, was one of the key areas of growth during 1987.

However, housing may be the biggest risk of all in 1988. Interest rates will make the difference. During 1987 the UBC called upon the federal government to continue FHA mortgage guarantees and to continue, where possible, low-income housing programs.

In 1986 and early 1987, the housing market was doing something it doesn't often do: going both ways at once. For a time, increases in one family building were buffering the collapse of the apartment sector, but not for long. The upward march of interest rates that began in 1987's second quarter has brought back the more familiar one-way housing market. In this case, the way was down.

There is encouraging news in housing, as the new year begins. Congress has approved a bill which authorizes $15 billion for low- and moderate-incoming housing during fiscal 1988. President Reagan was to have received the bill shortly after Christmas and is expected to sign it into law early this month.

Foremost among the provisions of the housing bill are permanent authority for the Federal Housing Administration's mortgage insurance program—a provision pushed by the UBC and other unions—and an increase in the maximum mortgage amount for single-family homes in high cost areas from $90,000 to $101,500.

MULTIFAMILY HOUSING—Almost everything that has been said about the office building boom (and bust) pertains to apartments as well. Both markets were overstimulated between 1982 and 1986 by the availability of accelerated depreciation. Both were distorted by the abuse of tax shelters. Both have been overbuilt, and apartments currently have their highest vacancy rate in 20 years. Both suffer from lopsided geography—severe glut in the Southwest (10% vacant), viability in the Northeast (4% vacant). And both face the prospect of unfavorable demographics as the young adult segment of the population continues to shrink in the years ahead. Like offices, apartment construction reached its peak in 1985—at just over 850,000 units (F.W. Dodge basis), a full year before tax reform.

The process of absorbing the accumulated surplus of five years of overbuilding is already in its second year. In 1986, the first step down was not even adequate to halt the rise of the vacancy rate, which only began to stablize at 7½% in 1987 when multifamily starts receded to 585,000. Virtually all of the 30% decline to date has been confined to the South and the West, leaving apartment building in the Northeast and North Central regions approximately where it was two years ago.

PUBLIC WORKS CONSTRUCTION— If the recent flurry of Congressional action is any indication, public works programs have moved up the Federal priority ladder.

Passage of three major Federal laws between mid-1986 and mid-1987—the Water Resources Act (1986), the Clean Water Act (1987) and the Surface Transportation Assistance Act (1987)—established a new financial base for public works construction that reaches from here into the 1990's. In general, these new programs define Federal and local government responsibilities for sharing the cost of a continuing level of infrastructure development at least as high, in constant dollars, as the peak reached in 1986. The fact that two of these acts were passed over the President's veto indicates change toward a more workable Federal/local partnership in public works construction.

TRANSPORTATION CONSTRUCTION—Getting the $88 billion 1987 highway act passed by the time-consuming veto/override process proved highly disruptive to highway and bridge contracting during the past several quarters. Because the old (1982) program expired September 1986, and its successor didn't become law until the following April, there was a period of more than six months when DOT was operating on IOU's. Contracting for transportation construction sagged during 1986:IV and 1987:I, then rebounded sharply in 1987:II as Federal money was released. The net effect of stop-and-go disbursements appears to have been the deferral of perhaps half-a-billion dollars of 1986 construction into 1987. The upshot: a small decline for 1986 as a whole, and a higher than expected increase (5%) in 1987. In 1988, the "backlash" of this bunching of highway work in 1987 will result in another distortion—a small decline of about 2%.

A recent survey of state highway and transportation departments by *Engineering News Record* bears this out. Responses to the survey suggest that more Federal funds are currently available from the new highway program than the states are capable of matching. As state DOT's search for new sources of construction revenue, their 1988 plans indicate a temporarily reduced level of contracting for highways and bridges.

ENVIRONMENTAL CONSTRUCTION—The two new water-related programs provide for an expanded Federal role in water resource development (via the Corps of Engineers), but a reduced role in water quality (via EPA) where local governments will play a bigger role. But not right away.

- The Water Resources Act of 1986 provides spending authority of up to $16 billion for more than 200 new projects that may be started during the next five years. Appropriations for these projects must be made on an individual basis, however, and could run afoul of renewed efforts at deficit reduction.
- The 1987 Clean Water Act, providing $18 billion over nine years for construction of local sewage treatment systems, defers the intended phase-out of EPA's construction grant program until 1989. In that year, direct grants to communities will be replaced by Federal grants to states for the purpose of setting up revolving loan funds to finance future construction of local waste treatment facilities. It is intended that communities will replenish the loan funds by collecting user fees on new projects.

On balance, it is expected that the shift from direct Federal grants to revolving loans—through the imposition of user fees—will make a larger annual total of construction money available for sewage treatment plants beginning in 1989.

Recent high rates of homebuilding have been responsible for above-average gains in 1987 contracting for local water supply and sewer lines, boosting total environmental construction 6% to $15.0 billion. In 1988, with homebuilding in decline, water resource development (i.e., large-scale Corps of Engineers projects) will set the pace for a smaller overall advance of 3% to $15.5 billion.

NONRESIDENTIAL BUILDING—As the nonresidential building market begins its third year of decline, the *1988 Outlook* is more in the nature of a progress report than a forecast. There is little mystery about which way nonresidential building will be going in 1988. It is only a matter of how far down and for how much longer.

Do previous nonresidential cycles offer any useful insights? Conveniently, the last three cyclical declines all started from similar peaks of 1.4 billion square feet. From 1973 to 1976, nonresidential building declined a total of 34% over three years before reversing. From 1979 to 1982, also a three-year decline, the loss was 31%.

So much for similarities. The current cyclical decline, which is now two years along, is still within 8% of its 1985 peak. Either this one has a lot of catching up to do in its third year (1988), or it is taking a different path.

Two features of the current cycle support the notion of a different path. One is the regional character of the comm[illegible], industrial building market—strong [illegible] the Northeast, weak in the Southwest. Th[illegible] is the stabilizing influence of ins[illegible]l building—still expanding in 1987. These departures from the typical behavior of nonresidential building are leading to a shallower, but longer decline than either of the last two cycles.

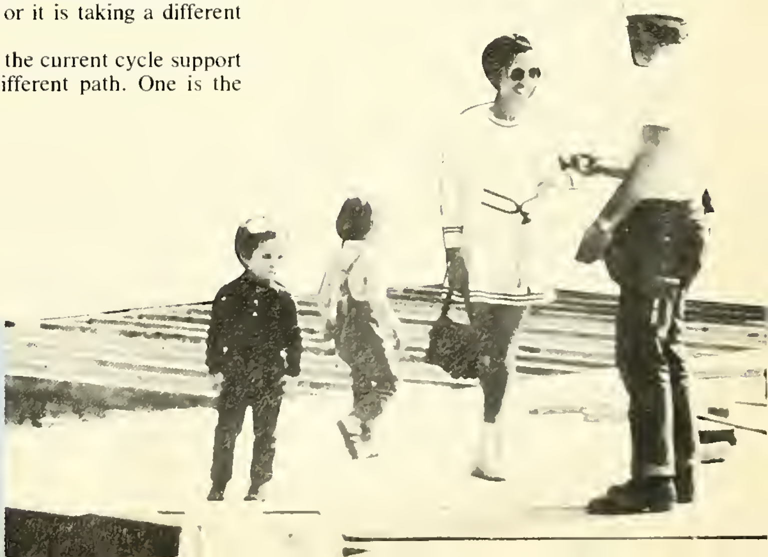
IN SUMMARY—Until recently it could be said that as long as you were not exclusively into offices or apartments construction, and not totally committed to the Southwest, you weren't in any real job difficulty in 1987. You can't say that anymore. The reversal of interest rates since mid-1987 has changed things. By threatening to erode the market's remaining support, higher interest rates could turn what up to now has been a partial recession into a general decline.

Tighter credit may be the newest risk the construction sector faces in 1988, but it isn't the only one. Renewed effort at reduction of federal and state deficits could spell trouble for public works programs. The correction of the overbuilt office and apartment markets is by no means completed.

On the other side of the ledger, "election year economics" could stretch the economy's creaking expansion through 1988. The trade deficit may finally begin to narrow. So, too, will the budgetary deficit. And inflation will remain below 5% even if not much below.

All indicators are that construction labor must fight hard to maintain its position in 1988.

The Dodge/Sweet Report suggests one long range factor which will influence construction in the years ahead: the gradual decline in population growth. In the mid-1960s the U.S. population was expanding at a robust rate of 1.2% per year. As populations of mature societies go, that was considered a pretty good clip. But by the mid-1970s growth had slowed to 1.0%, and over the next 10 years to its current 0.9%. By the mid-1990s, population growth is projected to diminish to 0.7%. Thus, if Americans hang around long enough, there may eventually be residential and nonresidential facilities for all . . . if there are jobs and sources of income to purchase what's available.



Residential construction may pick up by mid-year, if mortgage rates decline as expected. The Dodge/Sweet Report predicts that mortgage rates to peak during the second quarter of 1988 at just under 12% and decline through the second half of the year to 10½% by year-end. By mid-1989, conventional fixed mortgages will again be below 10%.

Washington Report

SEPARATE SAFETY, HEALTH

Charging that the Occupational Safety and Health Administration is failing to protect construction workers, Building Trades unions called for a separate health and safety agency for the most dangerous industry in the nation.

The Building Trades cited the collapse last April of a 13-story, two-tower apartment building under construction in Bridgeport, Conn., as evidence of OSHA's failure in the industry. That accident killed 28 building trades workers.

A House Education and Labor panel was told that OSHA not only had problems in gaining access to the site, but also in keeping evidence from being destroyed.

Jim Lapping, safety director for the AFL-CIO Building and Construction Trades Department, said the Reagan administration cut the number of OSHA inspectors to just 1,000 to cover the entire country. OSHA's deficient recordkeeping and reporting system and its lack of centralized records make it impossible to target employers with higher than average accident rates, he said.

In addition to a separate safety and health agency for construction, the BCTD called for legislation to require that a project owner or primary contractor be responsible for coordinating safety among all contractors on a project.

The building trades also urged: the creation of an academy to train construction inspectors; authority for inspectors to enter a worksite without a warrant and to close a site after a fatality or serious accident; stiffer penalties for violations; the right for workers to refuse to perform hazardous work; and requirements for licensed safety inspectors on construction projects and for permits for high-hazard projects.

INFRASTRUCTURE WOES

The United States has developed the most sophisticated network of roads, bridges and waterways in the world, yet the nation has "failed miserably" in maintaining and expanding these systems.

That is the conclusion of a special report by the AFL-CIO Building and Construction Trades Department in "The Builders," a department publication.

Through the year 2000, the United States is predicted to be $265 billion short in funds needed for highways and bridges and $88 billion short in mass transit funding, the BCTD reported. The nation is approaching the critical stage in a shortage of solid waste landfills, the report found.

PREGNANT WORKERS' RIGHTS

For working women who are thinking about starting a family, a new fact sheet from the Labor Department's Women's Bureau provides information on pregnant women's workplace rights.

"Pregnancy and Employment: Federal and State Requirements" explains the Pregnancy Discrimination Act of 1978 and other federal and state laws which include protections for pregnant workers.

Single copies are free from the Women's Bureau, Dept. R., U.S. Dept. of Labor, 200 Constitution Ave., N.W., Washington, D.C. 20210. Enclose a self-addressed mailing label.

ONE OF FOUR GET BENEFITS

Only one out of four jobless Americans is now receiving unemployment insurance benefits, according to a recent study by the Washington-based Center on Budget and Policy Priorities.

This is the lowest level of state UI benefits in the program's history.

Some 5.1 million American workers who were unemployed in October were also without any UI benefits, the study noted. Only 1.7 million jobless workers, 25.4% of the unemployed, collected benefits, it said.

In 1975, the average rate of jobless workers who collected benefits was 75.5%, although the Center noted that was a recession year when coverage rates generally are somewhat higher. In 1978, when the nation's jobless rate was 6%, the same as October 1987, the average UI coverage rate was 43%.

Why has this occurred? The main reasons, according to the Center's senior research analyst, are sharp federal and state cutbacks and longer spells of unemployment. The amount of such benefits varies from state to state, as determined by state legislatures.

NEW SENIOR CITIZENS HEAD

Lawrence T. Smedley, an expert on Social Security and pension plans, has been named executive director of the National Council of Senior Citizens.

Smedley succeeds longtime NCSC Director William R. Hutton, 71, who recently retired. Smedley will begin his work with the council this month.

Smedley, 58, was associate director of the AFL-CIO Department of Occupational Safety, Health and Social Security. He is a member of the executive and labor committees of the President's Committee on the Employment of the Handicapped, the Save Our Security Coalition and the Leadership Council of Aging Organizations.

NCSC President Jacob Clayman cited Smedley's broad background on retirement income and economic issues affecting older people. "We are fortunate that he has chosen to bring this expertise to our organization as we continue our hard-fought battle on behalf of the elderly," he said.

"UNION, YES ☑" communications campaign to be launched in 1988

Two-year effort by AFL-CIO and affiliates involves national television and radio advertising, local tie-ins

The labor movement will launch a long-range national advertising effort in 1988 with the inauguration of the $13 million "UNION, YES ☑" communications campaign, approved by the AFL-CIO Convention on October 28.

The two-year campaign involves national advertising on network television, cable TV, local TV, network radio and local radio. Under the umbrella banner of "UNION, YES ☑" the campaign is intended to communicate the value of union organization to Americans, especially a new generation of younger workers.

With the millions of messages aimed at the public over mass media, the "UNION, YES ☑" campaign will create a platform for a wide range of additional positive union messages delivered by local and state labor organizations, including customized local radio commercials, print ads and stories in the labor press, slogans and illustrations for union organizing drives and many applications that are stimulated by demand throughout the labor movement.

The materials, which will be shipped throughout the labor movement in early 1988, have been design to allow local and state labor bodies, international unions, and local unions to substitute their own seal within the primary campaign symbols, thereby providing customized identity within the national campaign.

As the Convention resolution noted, the goals of the campaign are twofold: "to raise the level of public understanding of unions and of the AFL-CIO; and to increase both the predisposition of a new generation of American workers (20 to 40 years old) to union organization and those workers' understanding of how unionism responds to their own needs and concerns."

The Convention resolution urged "every affiliate to use the materials provided as part of the 'UNION, YES ☑' effort, so that we may transform every member of each of our unions into a committed spokesperson for the fundamental messages we must convey."

Those fundamental messages include the fair treatment and respect which union organization brings, and the voice afforded by a role in democratic workplace organization. The "tag line" for both radio and television commercials emphasizes the positive role that unions play in American life: "AMERICA WORKS BEST WHEN WE SAY UNION, YES!"

Among the central symbols in the "UNION, YES ☑" print campaign are a special AFL-CIO logo designed for this campaign that incorporates the American flag and a check-mark, symbolizing both action and the individual voice that each union member has within the collective strength of a union.

The advertising, now in production, will begin in 1988 and run throughout the two-year period. Intensive local radio efforts will be mounted for Labor Day each year, including an incentive plan for local and state labor federations.

The details of the campaign will be announced by the AFL-CIO in a special edition of *The Federationist* in early 1988. In addition, materials will be offered to those who wish to mount their own specialized efforts, especially organizers that tie in their messages to the national advertising.

The campaign was developed by the AFL-CIO's Labor Institute of Public Affairs (LIPA), in collaboration with communications specialists in the international affiliates. The AFL-CIO has hired New York-based advertising agency, Lois, Pitts, Gershon, Pon/GGK.

"UNION, YES ☑" was a response to recommendations in the 1985 report of the AFL-CIO's Committee on the Evolution of Work, "The Changing Situation of Workers and their Unions."

Noting that unions had "failed to overcome the misconceptions about what unions do and have failed to make the public aware of the contributions of unions in the workplace and in society at large," the Committee said "it is imperative that, within the limits of our resources, we mount and sustain a coordinated and long-range communications program, employing every technique and medium available."

The convention approval followed recommendations by the AFL-CIO committees on Public Relations and Finance, and the Executive Council.

The AFL-CIO has used advertising several times in recent years to communicate about specific issues. In 1984, the federation spent over $1 million on the "Campaign for America's Future." That effort stimulated an additional $300,000 in radio time by labor bodies around the country—creating the model for the "UNION, YES ☑" modular media approach.

In addition, numerous AFL-CIO affiliates at the national, state and local levels have invested increasing amounts to the use of advertising to communicate a wide range of messages, including support for organizing, image, community service, name recognition and legislative goals.

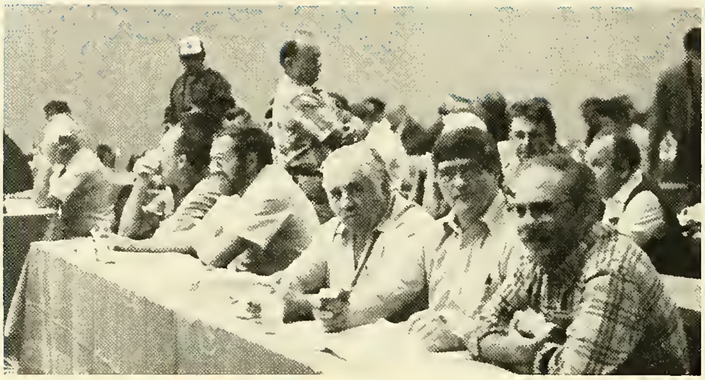
The $13 million AFL-CIO "UNION, YES ☑" program, along with additional investments made throughout the labor movement, will dramatize the central role of unions in creating a better future for all Americans.

Regional seminar at Seattle for Districts 7 and 8 completes preparations for 1988 work

The Brotherhood's general officers, district board members and General Office staff personnel completed a series of five regional seminars in November with a week-long gathering of leaders of UBC construction locals in Seattle, Wash.

The final seminar brought together fulltime officers and business agents from Districts 7 and 8, which covers Alaska, Hawaii, Washington State, Oregon, Idaho, Arizona, Nevada and New Mexico. The agenda for the five-day gathering concentrated on current organizing, administrative, legal and membership problems facing the Brotherhood, and it discussed plans for 1988. Participants rotated around a series of six workshops, with a half day devoted to each workshop session. Attendance at the sessions was required for all fulltime officers and business representatives.

A series of similar seminars for industrial leaders is planned for 1988. Announcements of these meetings will be announced later, as dates and meeting places are arranged.



ISSUE FACING WORKERS IN 1988

Must Today's Nursing Homes Be the 'Poor Houses' of Yesteryear?

PROTECTING SPOUSES UNDER MEDICAID

Every year, thousands of elderly people reach what they think is the end of the line. After caring for a sick spouse for a long time and becoming mentally and physically exhausted, the well person decides the sick spouse might be better off in a nursing home.

Now comes the real shock. Many people think that Medicare covers nursing home care. Far from it. When the couple finds out that the cost of long term care greatly exceeds their financial resources, they are forced to exhaust their resources before becoming eligible for Medicaid.

A recent study estimated that nearly two-thirds of the people who enter nursing homes become impoverished in less than three months. A nursing home stay can cost from $20,000 to $30,000 a year, and few can afford that.

What is worse is that not only do most states force the elderly couples to divest themselves of just about everything but their homes, but many states are responding to budget crunches by further reducing maintenance allowances under Medicaid. Oklahoma has eliminated its maintenance allowance altogether, leaving the spouse no protection against impoverishment.

This process of public policies systematically forcing elderly spouses outside the nursing home into poverty has to be one of the cruelest there is.

It should be reversed in favor of a humane approach, and a group of legislators and organizations has initiated a national debate to bring that about.

At a recent Capitol Hill press conference, Senators Barbara Mikulski (D-Md.) and George A. Mitchell (D-Maine) and Reps. Henry A. Waxman (D-Calif.) and Charles E. Schumer (D-N.Y.) explained how their bills would combine to help prevent spousal impoverishment.

Essentially, their approaches would set federal minimum standards to protect the assets and decent living standards of those on Medicaid. Medicaid is the federal-state program that provides basic health services, including nursing home care, for low-income people.

Mikulski knows the problem firsthand. Her father is institutionalized with Alzheimer's disease and her mother is being required to "spend down" to qualify for help.

Mikulski has introduced the Medicaid Community Spouse Safety Net Act of 1987. Her bill would allow the spouse in the community to keep up to $25,000 in assets and set a federal minimum standard allowing an income of $750 per month.

Because of state-determined Medicaid eligibility levels, Mikulski said, "honest middle-income elderly persons are forced into poverty in order to meet the costs of their spouse's nursing home care." Often, she said, they find themselves without enough money for special diets, medications or prescription eyeglasses. The problem is particularly acute among older women, she said.

Mitchell, who chairs the Finance Committee's health panel, sponsored a bill to allow community spouses to keep a minimum of $510 a month in income, with states allowed to set higher levels.

Mitchell told how Douglas Lewis, a retired sea captain, went into a nursing home in 1984. The State of Maine claimed nearly all his pension and Social Security income for his care, leaving his wife, Florence, unable to pay for her own needs and upkeep on their modest Wiscasset home. If the situatin had been reversed, Mitchell said, Mr. Lewis would have been able to keep nearly all his $1,500 monthly income while Medicaid paid for his wife's care.

Waxman, chairman of a health subcommittee, introduced a bill to protect $12,000 in liquid assets and set the minimum allowable income at $925 per month.

Schumer, a co-sponsor of the Waxman approach, is on the key House Budget Committee. He told of a Bronx, N.Y., couple who had been married 50 years and had to get divorced so the husband's bills could be paid after he came down with Alzheimer's disease. He said it was tragic that the couple had to bankrupt themselves in order to get the nursing home paid.

Louise Crooks, president-elect of the American Association of Retired Persons, also spoke at the press briefing, saying: "Current Medicaid law compounds the heartbreak of seeing a loved one enter a nursing home . . . Almost everything but the home must go to Medicaid." She said many states allow the well spouse from $200 to $300 a month to live on.

Waxman thanked several organizations for backing the spousal protection bills, naming AARP, the Villers Foundation, Older Women's League and National Council of Senior Citizens.

Ottawa Report

BANKRUPTCY CODE

Once again Consumer and Corporate Affairs Minister Harvie Andre is working on revising the outdated federal bankruptcy code. The insolvency profession has long clamored for improvements to this act, which was last changed 21 years ago. Only the banks feel that tinkering with the existing law is dangerous.

Unfortunately, a full government agenda and a long departmental drafting process conspired to stall the potential changes for more than a year. The more these changes are delayed, the longer the business bankruptcy rolls become and the more frustrated the bankruptcy professionals are.

The government's goal is to keep as many ailing companies alive as possible while protecting the interests of workers and unsecured creditors.

Under the present insolvency law, the bank, or any other secured creditor, can close down a bankrupt company and sell off its assets before the management or other creditors can raise a finger in protest.

Andre wants to give companies a breathing space to try to devise alternatives before the bank collects its share of the leftovers.

Under the government's proposals, a creditor that decides to force a company into receivership must give 10 days' notice before acting. If the ailing company sees a possibility of reorganizing itself, the bankruptcy proceedings will be halted for another 30 days. This way, Andre points out, a company will have a chance to save itself before the banks or other secured creditors line up for the assets.

Andre hoped to resolve the proposal before the beginning of the new year.

MANITOBA AGREEMENT

Canada's first pay equity agreement is now a reality, and it will mean dollars and cents to some 5,000 National Union of Public and Government Employees in Manitoba.

The agreement, which was signed September 29 by the provincial government and the Manitoba Government Employees' Association, will raise the salaries of approximately 5,000 government workers who have been working in traditionally female classifications.

UNEMPLOYMENT QUESTIONS

Opinions are split between Canadian economists that a recession might be in the offing due to the stock market crash October 19. Canada's unemployment rate has dropped to a six-year low, but some economists are playing down the good news, saying it does not reflect the impact of October 19.

Statistics Canada reported that the number of unemployed people dropped to the watershed level of one million in October—the lowest figure since December 1981, when there were 991,000 people looking for work.

Some say the numbers are not indicative of what is happening to the economy because they don't represent what happened after the crash. Other economists disagreed with suggestions that the crash threatens to eliminate thousands of new jobs and wipe out the employment gains stemming from five years of sustained economic growth since the recession.

Bob Kerton, as economist with the Consumers' Association of Canada, also said lower interest rates that followed last month's sharp decline in share prices probably will minimize the impact on the economy and the job market.

"The lower interest rates are good for consumers and businesses, and ultimately the economy as a whole," he said.

The numbers released by the agency support the position of those economists who maintain that the economy was so strong before the crash that there will be no significant deterioration in the employment picture.

DAY CARE PROGRAM

The Canadian federal government unveiled a $4.1 billion national day care program, last month, designed to provide 200,000 places for children in the next seven years and give parents tax breaks. Health Minister Jake Epp said $2.28 billion of the funds would be spent on non-profit day care facilities in Canada's 10 provinces, with the federal government picking up 75% of costs and the provinces the rest.

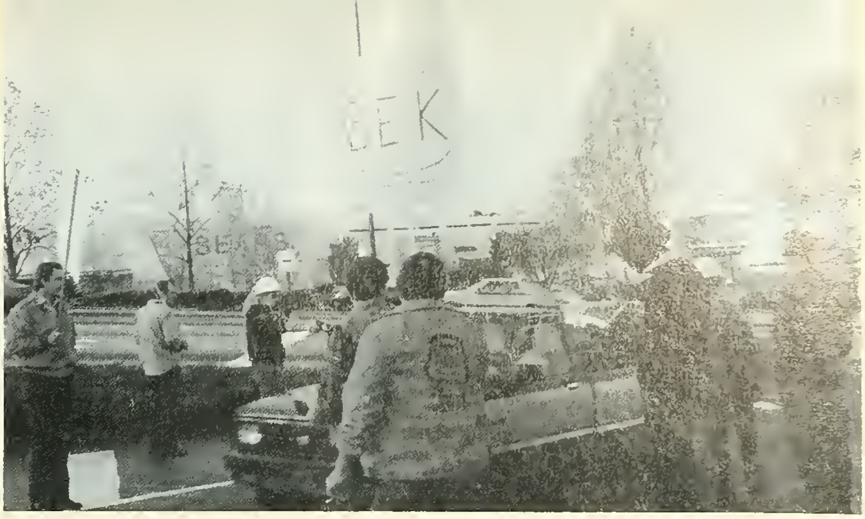
HEALTH AND SAFETY BILL

Ontario's new labor minister, Gregory Sorbara, assured a group at the Provincial Building and Construction Trades Council that William Wrye's Bill 106 is still alive. He said he intends to carry through with changes to the Occupational Health and Safety Act proposed by the former labor minister. Contractors were told they shouldn't be surprised if his bill looks a lot like Bill 106.

The bill proposed that construction sites that regularly have more than 10 workers have at least one worker health and safety representative. The act currently requires a safety representative for sites with a regular workforce of 20 or more.

The bill also proposed a tenfold increase in the maximum fine for employers who violate the act, to $250,000 from $25,000.

He predicted the new version would be introduced, considered and passed during the first session of the legislature.



In protest against BE&K's antiunion practices, Building Trades of Atlanta, Ga., picketed and distributed handbills at the Waverly Hotel, where BE&K's president was making a speech.

Carpenters' BE&K campaign escalates

Local community leaders are advised of company's nonunion status

Addressing UBC business representatives at the regional seminars around the country, UBC General President Patrick J. Campbell emphasized the need for aggressive, coordinated participation of all union members in the Brotherhood's campaign against BE&K, a major nonunion construction firm.

Campbell went on to say, "Our fight against BE&K has just begun. We intend to pursue all lawful avenues available to us to put a stop to BE&K's rate-busting efforts in the paper industry."

Over the past several months, the UBC campaign has gained momentum and national attention as activities against BE&K have taken on a variety of forms. UBC members and locals have manned picket lines, conducted handbilling activities, held rallies and participated in regulatory and governmental hearings in protest against BE&K's anti-worker activities.

BE&K challenged at Westvaco plant in Maryland

The UBC's current fight against BE&K is being conducted in the Cumberland, Md. area, where the Westvaco conglomerate recently gave BE&K a $20 million shutdown job at its Luke mill. Until now, all major renovation and new construction work in the mill had been performed by union contractors. The award of this contract to BE&K on a noncompetitive basis is a clear indication that this is not business as usual. In a letter to Westvaco chairman, David L. Luke III, President Campbell stated "Given BE&K's track record, it looks like the initial step in a broader plan by Westvaco to introduce nonunion construction contractors into the mill and set the stage for a challenge of the in-plant workers at the mill."

The UBC, in coordination with the Cumberland-Hagerstown Building Trades Council, has begun to conduct jobsite monitoring and handbilling activities at the Luke mill. Through newspaper articles and advertisements, area residents and the labor community are being alerted to the threat that BE&K poses to their livelihoods. Local community leaders as well as state and national political leaders are being contacted regarding BE&K anti-union anti-community posture. In addition to the local activities corporate and economic strategies are being implemented on a national level.

1205
Hotel Entrance

Members of the San Bernardino, Calif., District Council conducted informational picketing at a Business Roundtable meeting in Palm Springs.

UBC campaign efforts throughout the country

Local UBC members in Georgia, in coordination with the Paperworkers, are challenging BE&K at Federal Paperboard's mill in Augusta, Ga. Local building tradesmen have been handbilling at the site while the Paperworkers circulate petitions within the mill in opposition to BE&K.

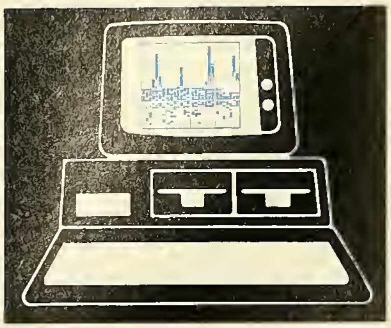
Brotherhood members in California continue their fight against BE&K at the USS-POSCO job in Pittsburg, Calif. They are participating in government inquiries involving the serious health and safety problems on the job which were recently highlighted by the second death on the project in less than nine months.

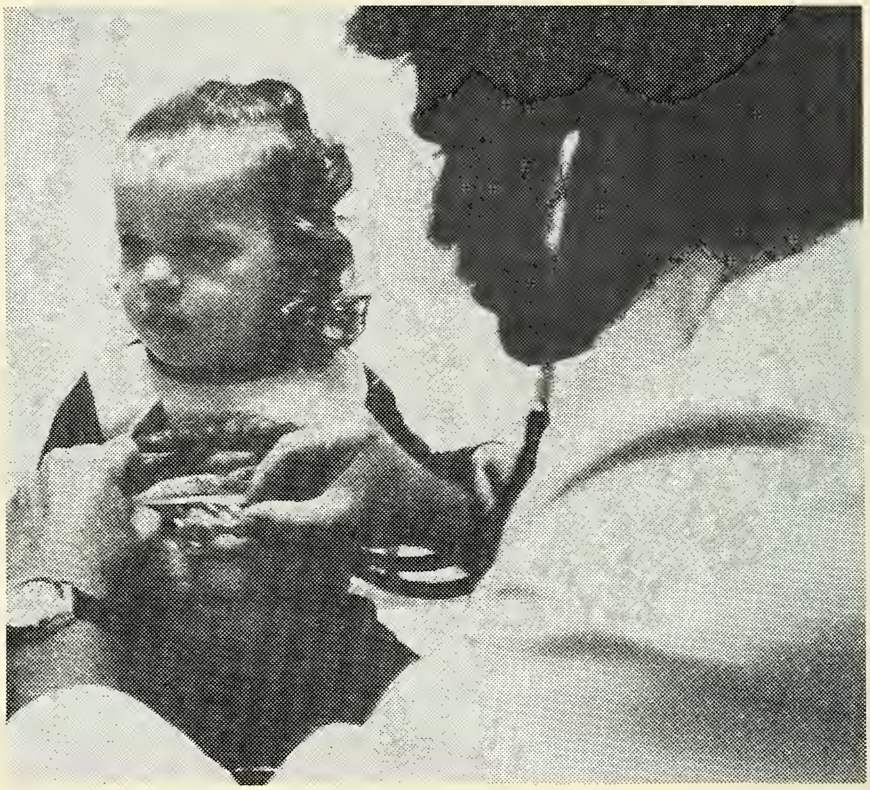
In Usk, Wash., BE&K was an unsuccessful bidder on Great Lakes Forest Products' new greenfield mill. After Business Representative Wilbur Yates distributed BE&K handbills and showed the UBC's film on BE&K's anti-worker activities, Rust Engineering was awarded the project, which will be 100% union.

Spreading the word about BE&K coast to coast

In an effort to apprise the public of

Continued on Page 20





Fund raising effort for diabetes research site into third year

Blueprint for Cure campaign bolstered by new technology

The Blueprint for Cure campaign of the United Brotherhood and other Building Trades unions continues into the new year, as new fund raising plans and new technology speed research efforts to find a cure for diabetes.

Next month, a special fund-raising golf tournament is to be held in Miami Beach, Fla., in conjunction with a meeting of the Building Trades executive board. The board, meanwhile, will consider progress in its efforts to raise enough money to build a major diabetes research center at the University of Miami.

Diabetes researchers have been encouraged in recent weeks by a new data management system developed for diabetes patients which will help to computerize information for further study by medical scientists.

The new technology will help diabetes patients "learn to win" with a computer program that plays like a game with a serious purpose—controlling the disease. A major benefit of the new diabetes data management system is that it reinforces positive behavior and provides the tangible reward of actually seeing improvements displayed in four-color charts and graphs on a computer video monitor.

The new technology, Glucometer M Diabetes Data Management System, developed by the Ames Division of Miles Laboratories, Elkhart, Ind., links a hand-held blood testing meter with a personal computer software program. Each time the user conducts a self-test of his or her glucose (blood sugar) level, the meter automatically stores the data for future recall. The meter can record up to 338 glucose values, providing a significant enhancement to the conventional nandwritten "log book" many diabetics must keep.

The real advance, however, lies in the analysis of the data. During periodic visits to the doctor's office, the stored readings can be transferred by a direct connection to a desktop computer which organizes them into a variety of charts and graphs. That data provides an overall picture of how an individual has responded to food, activity, medications, insulin, stress or illness over a period of several weeks.

By plotting trends and spotting irregularities in the metabolism, both the doctor and patient can adjust therapy custom-tailored to the individual's needs and lifestyle. The system is also a valuable educational tool that encourages a better dialogue between the health care provider and the patient, and involves the patient in the control of his or her disease.

Such an improvement in the monitoring and management of diabetes helps to en-

Three leaders in the Blueprint for Cure drive—Ironworkers President Jule Drake, UBC General President Patrick J. Campbell and Sheet Metal Workers President Edward J. Carlough—study an architect's drawing of the proposed diabetes research institute in Florida.

LABOR
UNIONS WORK
BUY AMERICAN
IT'S TIME TO
5
BUY AMERICAN

Locals 5 and 1596, St. Louis, Mo., put forth a challenge between themselves for the winner of the St. Louis, Mo., Carpenters' District Council Labor Day parade float competition. The loser of the "bet" would contribute $100 to the Blueprint for Cure campaign.

Judges awarded first place to Local 1596, left, and second place to Local 5, right. The friendly competition contributed to one of the best turnouts for the Carpenters in the St. Louis Labor Day Parade.

hance medical treatment and also is a psychological breakthrough for the patient as well, according to many diabetes specialists. Few diseases demand such intensive participation, responsibility and lifelong self-control on the part of the patient as does diabetes.

"It's no surprise that we see patients rebel at the number of intrusions we ask them to make in their lives," said Larry Deeb, MD, a pediatric endocrinologist at the Children's Clinic in Tallahassee, Fla. "We ask them to manage their daily metabolism, their daily nutrition, their daily activity and the complications of diabetes. Pretty soon it adds up to an intolerable burden—especially for children."

Preliminary research suggests that providing a "scorecard" of diabetics' successes may encourage better adherence, despite the restrictions this silent, slow killer and crippler places on young and old.

The Blueprint for Cure drive got a big boost in recent weeks from donations made by participants in the recent UBC regional seminars. In addition, sizable checks were presented to General President Patrick J. Campbell to add to the Blueprint account.

This is a run-down of recent contributions:

Locals 5, St. Louis, MO; 323, Beacon, NY; 1102, Detroit, MI; 1280, Mountain View, CA; 1596, St. Louis, MO; and 1889, Downer's Grove, IL.

There was also a contribution from the Bay Counties, Calif., District Council.

Among the individual contributors were Patrick J. Donnelly, Sam Einbinder, Frank Mitchell, George Zurow and Henry Zylawski.

There was also a donation in memory of Godfrey W. Alteman from Local 334, Saginaw MI.

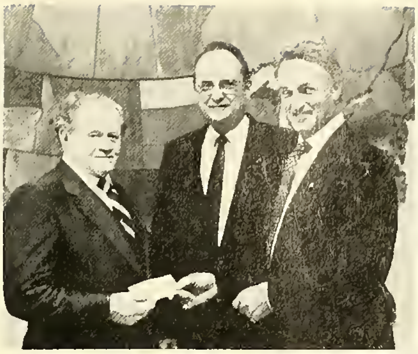
Contributions were also received from Locals 250, Waukegan, Ill.; 434, Chicago, Ill.; 715, Elizabeth, N.J.; 1026, Miami, Fla.; the Central New Jersey District Council; a Third District raffle (*see picture*); Washington State Council; and one in memory of Elmer Bouvy from Local 334, Saginaw, Mich.

Additional individual contributions came from Rayond E. Brewer, James P. Brooks, Donald J. Brussel, Frank Daddio, Ron Dasher, Thomas G. Heinsz, Glen M. Jackson, Ted Langner, Terry Nelson, Robert H. Pape, Bernard W. Purdum, James W. Rudolph, Francis Schnur, Vince Scidone, Dean Sooter, Wm. J. Steinkamp, Patrick J. Sweeney Jr., Patrick J. Sweeney III, Leonard Terbrock, Mr. & Mrs. B. R. Upton, Daniel L. Wallace, and James A. Watson.

●

Blueprint for Cure, labor's multi-million dollar campaign to build a new Diabetes Research Institute at the University of Miami, Miami, Fla., is now in its third year of fund raising. With General President Campbell serving as a co-chairman of the drive, UBC members have been heavy contributors to the campaign. More funds are needed in 1988.

Check donations to Blueprint for Cure should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.



UBC District 3 recently collected $25,000 for Blueprint for Cure by means of a district-wide raffle. Third District Board Member Tom Hanahan, right, presented a check for that amount to General President Campbell and First General Vice President Sigurd Lucassen.

Local 323, Beacon, N.Y., recently celebrated its 100th anniversary. A check for $15,000 was presented to Joseph Lia, First District Board Member, center, for the Blueprint for Cure diabetes campaign. Presenting the check were Lou Amoroso, business representative, and Gerard Schuder, president.

During the November 8–13, 1987 regional seminar in Seattle, Wash., General President Campbell was presented with checks from affiliated locals of the Washington State Council, the Oregon State District Council, and the Bay Counties District Council, Seattle, D.C.

A raffle of an afghan was held by Local 745 of Honolulu. Shown with the prize above, from left, are Marvin Hall, executive secretary-treasurer of the Oregon State District Council; Christie Kearn, apprentice; and James Fox, Oregon State District Council organizer.

Border state unions fight plant exodus to Mexico

Union leaders from Texas, New Mexico, Arizona and California will meet in El Paso, Texas, this month, to mobilize a regional response to the growing practice of American assembly plants that flee across the border to Mexico in search of cheap labor.

The session, scheduled for January 16–17, is an outgrowth of action taken in October by the 17th AFL-CIO convention at which delegates denounced the system that gives tariff breaks to runaway U.S. employers that set up shop in the burgeoning maquiladora complex just across the Rio Grande.

The federation has been spotlighting the glaring defects of the maquiladora concept, which failed to fulfill promises that it would lead to the creation of "twin plants" on each side of the border—providing an equal number of job opportunities for American and Mexican workers. And the Texas AFL-CIO has had a Twin-Plant Task Force in place for more than a year.

Union officials from states along the border say the goal of the January meeting is to focus increased public attention on the plight of workers in both countries and to map strategy for congressional action that will end the tax breaks that have made it possible for hundreds of American firms to migrate to Mexico.

There will be delegations from such economically battered states as Michigan, Indiana, Illinois, New York and Ohio where plants have moved to Mexico.

The conference will seek to rally opposition to the maquiladoras by:

- Demonstrating to government officials in the four-state area that their communities are being economically devastated by the plant closings and the export of jobs.
- Showing merchants in the border region how much income they've lost as a result of the flight of jobs and capital.
- Working more closely with organized labor in other states, where plants are closing as a result of the shift of assembly operations into the low-wage area in Mexico.
- Awakening conservationists to the peril posed by industrial waste that manufacturers spew into the border environment unhindered by Mexican law.

In adopting the resolution opposing the continued shift of U.S. jobs to Mexico, the AFL-CIO convention denounced the Reagan Administration for encouraging these runaway operations. Delegates declared:

"The needs of American workers and Mexican workers for better employment opportunities must be addressed in ways that support improvements in living standards and working conditions of both countries."

New Jersey members help to create home for young AIDS victims

Members of the Elizabeth, N.J., Building Trades Council provided the critical elements in insuring the nation's first transitional home for children with AIDS was ready for occupany on schedule.

The facility, St. Claire's Home for Children in Elizabeth, was dedicated Sunday, May 17, and opened its doors for the first of five children the following day.

"What would have taken many months and perhaps cost an insurmountable sum of money was completed in just six weeks time and at a minimal cost," said Dr. Terry Zealand, executive director of the AIDS Resource Foundation for Children and house manager of the St. Claire's Home. "There's no question in my mind that rehabilitation of the Home could not have been accomplished without the all-out assistance of the Elizabeth Building Trades Council and other labor volunteers."

The one-family, brick structure was rented to the foundation by Sister Elizabeth Ann Maloney for a very nominal price. Zealand realized the house would need extensive repairs and rehabilitation before it could be made habitable for the children (infancy to age six) and staff members.

Zealand was put in contact with John Williams, head of the Elizabeth Building Trades Council and business representative of Carpenters Local 715. Williams, Thomas Daly, president of Plumbers Local 24, and Frank Donnelly, business representative of IBEW Local 675, inspected the house and the project was completed six weeks later.

The project was announced in local union meetings, which generated a stream of union volunteers working during the evenings and on weekends. Williams, Daly and Donnelly said there were more volunteers for the work than were actually needed and that they had to establish shifts so that everyone had a chance to contribute to the finished project.

"They did everything. They rewired the entire house, sheet-rocked the entire basement, built-in a furnace and bathroom downstairs and added a miniature bathroom on the second floor," Zealand said.

"Like usually happens, the project started out to be a little of this and a little of that and ended up being a lot of this and a lot of that. By that time everyone was really involved and they remained involved. It became a matter of the heart," Daly said.

One electrical volunteer would bring a toy or small piece of furniture everytime he showed up.

The volunteers shared the load with Zealand and with each other during the work on the project.

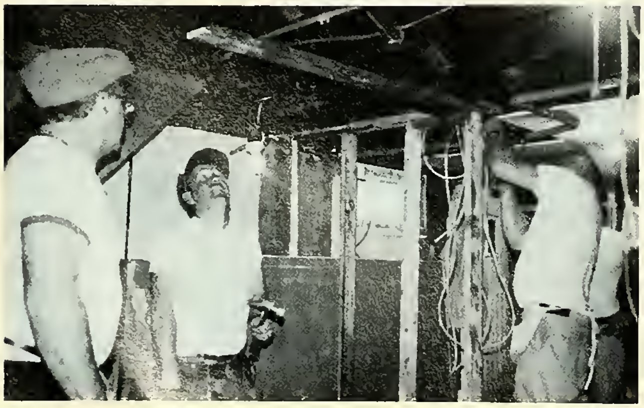
"They would ask questions about AIDS, and it helped alleviate some groundless fears about the sickness. They felt as if they were participating in the battle against it, and indeed they were," Zealand commented.

Donnelly attributes the doctor's own personality and sense of dedication and involvement as serving as a magnet to attract the volunteers.

"Dr Zealand is quite a guy," he states, "and when you combine that with the natural tendency of trade unionists to help other people, it just brought the whole project together."

Zealand envisions the Home, named after the Franciscan saint of children in distress, as a transitional area until foster homes can be found for the children. He emphasizes that it is not a place where children will come to die, but rather it is a place where they will come to live since they are no longer in need of hospitalization.

Volunteers from the Elizabeth Building Trades Council pooled their energies and resources when they were called upon to renovate a house to serve as a transition facility for children with AIDS, upper right. Carpenter members joined in the effort with brothers from the plumbers union and the electricians union, lower left. St. Claire's Home is below.



Labor expects legislative turn for the better in '88, lists its major priorities

With thousands of candidates for local, state and federal offices facing the voters, next fall, union members stand a good chance of turning the legislative tide in 1988—a tide which has run against workers and consumers for most of the past decade.

With Democratic majorities in both the U.S. House and Senate in Washington, D.C., unions are hoping to get such legislation as catastrophic health care, anti-double-breasting laws and fair trade legislation passed and sent to the President.

The changing structure of the National Labor Relations Board is one indication of a changing tide. Donald Dotson, chairman of the NLRB, resigned at the end of his term, last month. In 1986, Dotson expressed a wish to be reappointed. The Democrats took back the U.S. Senate, however, and with it the right to approve or deny certain Presidential appointments.

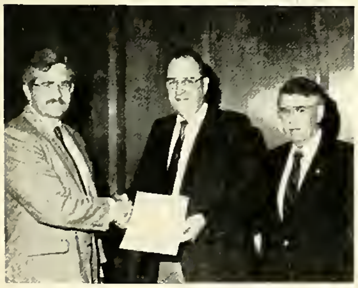
What did that victory have to do with Donald Dotson's resignation from the NLRB? Maybe everything, Dotson knew that the Senate was unlikely to approve his reappointment due to his extreme anti-union, antiworker decisions while chairman of the board.

The UBC, along with many other unions, fought hard to bring back a Democratic majority in the Senate. CLIC leaders have seen their efforts bring other good results in the last two years. Dotson's resignation is a symbol of labor's growing strength. Political action is only one step, but, where all else fails, it can be a critical step toward positive changes for our members.

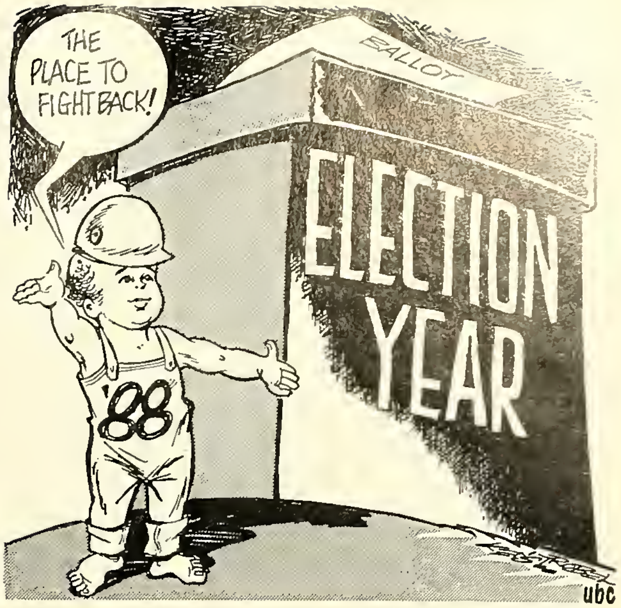
Your support of CLIC, and your involvement in politics locally keeps the UBC a strong, recognizable voice for the rights of our members. It's a voice that Donald Dotson is finally hearing loud and clear.

Among the legislative areas of major concern to the United Brotherhood, this year, are the following:

- **The nation's infrastructure**—UBC priority will be to support job-related legislation that will create construction jobs across the country.
- **Davis-Bacon**—there will be a joint effort, with the Building and Construction Trades Dept. to restructure the legislation, to make it more favorable to construction unions.
- **Fair Trade**—UBC is still supporting the Gephardt amendment which sets firm limits on undercutting imports.
- **S. 492, Double-Breasting Legislation**—The legislation has been approved by the House of Representatives and the Senate Labor and Human Resources Committee. It requires a favorable vote by the full Senate.
- **Benefits**—We (CLIC) will be working in 1988 to protect fringe benefits from being taxed. There are some in Congress who would do just that. One of our main priorities will be to keep our UBC members, Health plans & Pension plans from being taxed.



William Halbert, secretary of the Baltimore, Md., District Council, recently presented a CLIC check amounting to $10,224.04 of behalf of his members. At right are First Vice President Sigurd Lucassen and General Treasurer Wayne Pierce.



CLIC prepares for busy year

The Carpenters Legislative Improvement Committee has a major job ahead of it in 1988—encouraging members to register as voters, supporting friends of labor for public office and getting out the vote on primary election and general election days. You should support this effort now. Join CLIC this month.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ $10 ☐ $15 ☐ $20 ☐ $25 ☐ other ________

Name ________________

Address ________________

City ________ State ________

Zip ________ L.U. No. ________

We're required by law to request this information:

Occupation ________________

Employer ________________

Make checks payable to:
CLIC
101 Constitution Ave., N.W.
Washington, DC 20001

Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.

Recent contributors to CLIC include: Albert Moore, Local 1772 retiree; Gayle G. Brewer, Local 22 retiree; Tom Kay, Local 359 retiree; Ernest Mulford, Local 15 retiree; Francis J. Harvey, Local 740 retiree; Herman W. Stricker, Local 1837 retiree; John W. Jackson, Local 977 retiree; J.R. Bowlby, Local 1638 retiree; Charles Butters, Local 142 retiree; Joseph Nunnes, Local 204 retiree; John Carlisle Lockwood, Local 857; Christopher Dungan Jr., Local 1222; John H. Donaldson, Local 902 retiree; Ed J. Buschmann Sr., Local 124 retiree; Tina Jackson, Local 537.

Alice Perkins now a teenager

It has been five years since General President Emeritus William Konyha asked the 800,000 members of the United Brotherhood to make donations to help a little girl born with no face.

Alice Perkins, adopted daughter to Raymond and Thelma Perkins of Maryville, Tenn., is now 12 years old and has had 25 surgeries in her young life. "It is good to know that when Alice goes into surgery the bill can be paid," said Mrs. Perkins in a recent interview. Plus the money received from the UBC members, Vanderbilt University Hospital has given them a 25% discount on Alice's care.

Little Alice has had two major surgeries in the past year. In December 1986 doctors brought her upper lip down an inch to an inch and a half to a normal position. Then in May 1987 surgery was done to bring the nose down in relationship to the lip.

In between surgeries, Alice was given artificial eyes. Because of so many infections in the eye sockets, the Perkins decided to give them up. "We decided to wait awhile, then try again later," Mrs. Perkins said.

Another big surgery is expected in a year or two to close Alice's palate with a bone graft. After that is complete, extensive orthodontic work will begin.

Mrs. Perkins said it is a long, slow process that will continue until Alice is 18 or 20, because the surgeries will have to be adjusted as Alice grows. The nose, for instance, is an adult-sized nose. "The doctor told us he made her an adult-sized nose she will have to grow into!" Mrs. Perkins said. Other work will be adjusted as needed.

Alice Perkins in a recent photograph.

Alice is going to school at the Tennessee School for the Blind in Nashville, 200 miles away from the Perkins home. A deal has been worked out with American Eagle Airlines to allow Alice to come home every weekend.

"She is doing real well, but when she gets sick she wants her mommy," said Mrs. Perkins.

Mrs. Perkins said they still get phone calls, letters and cards from people who read about Alice in the *Reader's Digest* and the *Carpenter*.

"People will just call to see how she is," said Mrs. Perkins. Robert Duke, a relative of the folks who founded Duke University, called the Perkins after he read about Alice in one of his mother's *Reader's Digests*. Mrs. Perkins expressed her gratitude to people who are still concerned about Alice.

Although Alice has a lot behind her, she still has many surgeries to go before the long process is complete. Donations are still needed to ensure the best care for Alice. Carpenters Helping Hands, Inc. was set up five years ago to provide funds for Alice and for other such projects.

Lathers working in San Diego County during 1963 through 1980

Any Lathers who worked in San Diego, Calif., out of Lathers Local 260 between 1963 through 1980 may have pension monies due. If you feel you worked in San Diego County during this time, please contact:

Allied Administrators Inc.
2831 Camino Del Rio South
San Diego, Calif. 92108
(619) 297-8235

When contacting Allied Administrators, Inc., please be sure to identify yourself by Social Security number and the period of time worked in San Diego County.

Illinois Council elects officers

Delegates to the 57th Annual Convention of the Illinois State Council of Carpenters held in Oak Lawn, Ill., chose their statewide leadership recently.

Elected as president was Don Gorman, Marion, Ill. Wesley Isaacson of Chicago was elected vice president, and Donald Ladzinski was elected secretary-treasurer.

Chosen to serve on the state Council executive board were Carl Kriegel, Crystal Lake; Doug Banes, Sterling; Don Landis, Kankakee; Terry Kepley, Peoria; Larry Butler, Matton; James Foster, Springfield; Jerry Brookman, Mt. Vernon; Joe Congiardo, Chester; William Ham, Marion; and Andrew Claus, Palso Heights.

Craniofacial deformities affect other children, too

"As many as 200,000 children under the age of five may suffer from craniofacial deformities though most are not as severe as those of Alice Perkins.

This statistic, as tragic as it is, may underestimate the real magnitude of the problem. Reliable data is simply not available, because deformed children, as well as deformed adults, are often forced to live a life hidden from society—many times, presumed to be untreatable or even retarded. To the parents of a child with a birth defect or the adult who has experienced a disfiguring disease or accident, serious deformity means a productive life lost."

The above is part of the brochure describing the Foundation for Craniofacial Deformities, located in Dallas, Texas, and it sums up the purpose of most craniofacial institutes. A similar organization is located in Chattanooga, Tenn. The National Association for the Craniofacially Handicapped or FACES.

For the most part, these organizations work with the residents of their region. The executive director of FACES, Dr. Phyllis Casavant has worked with Alice Perkins and her adoptive parents and has grown quite close with them over the years.

The Humana Advanced Surgical Institutes at Medical City-Dallas, with help from the Foundation, opened in 1987. It will allow the Foundation to treat more children and adults from Texas and around the world. Housing the International Craniofacial Institute and the International Pediatric Neurosurgical Institute, the new facility at Medical City will be the first of its type in the world in treating victims of disfiguring diseases, accidents, tragic birth defects, brain tumors or other neurosurgical diseases.

Both the Foundation and FACES are supported by donations and gifts. Their activities include:

- providing a resource file of available treatment centers, support groups and general information;
- funding treatment for those who could not otherwise afford the necessary corrective surgery;
- subsidizing travel and lodging expenses of indigent patients and families who may live thousands of miles away;
- promoting public awareness of craniofacial deformity;
- funding research and surgical fellowships.

Marcy Rogers-Salyer, executive director of the Foundation, explains the feeling of those working in such organizations, "If I can help alter someone's life by drastically improving their appearance, that is my reward."

LOCAL UNION NEWS

Boat People Award for South Florida VOC

Members of South Florida Carpenters' Volunteer Organizing Committee entered for the third year in the annual New River Raft Race, for the benefit of United Cerebral Palsy of Broward County. Race organizer Richard Quick expected to raise $10,000 for cerebral palsy as entrants paid a $40 fee and corporate-sponsored rafts paid $200.

The Carpenters' raft, 12 × 20 was built and crewed by 45 members and members of their families, with much of the material donated by union contractors.

The South Florida Carpenters' VOC won the "Boat People" Award for the most crew members on board over the three-mile course through the center of Fort Lauderdale.

CARPENTERS
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Forty-five UBC members and members of their families of the South Florida Carpenters VOC participated in the New River Raft Race for cerebral palsy. The entered a 12 × 20 raft that won them the "Boat People" Award for the most crew members on board.

Detroit rat patrol

A family march was organized for Labor Day '87 in Detroit, Mich. Local 114 took part in the march with Thomas Kelly, business representative, walking while his son, Nicholas, carries a message for rat contractors. At right is Ralph Mabry, business manager, Millwrights Local 1102.

Other United Brotherhood locals participated in the parade, as well.

Oklahoma City members join parade

Local 329, Oklahoma City, Okla., took part in 1987 Labor Day parade and picnic activities. They had two entries in the parade, a mule-drawn wagon, above, and a float. Riding in the wagon were Tommy Jones, Robert Yoachum and J.R. West.

In the afternoon activities Local 329 members took first place in the mixed softball tournament and first and second place in the horseshoe tournament. The picture at right are team members and the softball trophy. They are Dale McDonald, Robert Yoachum, Henry Baldridge and Albert Thornhill, softball coach.

Past BAs honored

Five past business representatives and a current business representative were present at a recent meeting of Local 1689, Tacoma, Wash. They included front, William Evans, William Hedberg and Roy Parent. Back row, Michael Smith, Ron Aasen and Harvey Lister.

Evans, Parent and Lister are former business representatives of Furniture Workers Local 3319, which merged with Millmen's Local 1689. Parent is also a retired general representative. Hedberg and Aasen are former business representatives of Local 1689 and Smith is the current representative. Aasen is also executive secretary of the Pacific Northwest District Council of Industrial Workers.

Some of these veteran members participated in the Brotherhood recent regional seminar in Seattle.

Michigan State district charters

The Michigan State Carpenters Council was restructured last year, reducing the number of districts from five to three. International and district officers and delegates gathered in Muskegon, Mich., as new charters were presented to district leaders. Holding the new charters in the pictures above are the newly appointed secretary-treasurer business managers: Daniel Kelley of the Detroit and Southeastern Council, top; Scott Fisher of the West Central Council, middle; and Neil Kositzky of the Northern Michigan Council, bottom.

Shown with them are Second General Vice President John Pruitt, Third District Board Member Thomas Hanahan, district officers and convention delegates.—Photos from Detroit Building Tradesman.

County persuasion, Texas style

The restoration of the historic courthouse in Denton, Texas, was recently awarded to Sunshine Construction Co. and the carpenters of Local 429 of the North Texas District Council.

The restoration was a government-funded project in a highly conservative, primarily Republican district. Normally, such projects in the area have been strictly going to the low bidder. Considering that Texas is a right-to-work state, Local 429 members felt it highly unlikely that they would get to do the work.

However, thanks to a couple of persuasive local union carpenters, John Wilkinson and Samuel Marshall, District Council Business Agent Jerry Onley, and to public disappointments concerning the quality, cost and time overruns found in past county projects, the county judge and the commissioners court were convinced to use union labor.

The finished project was admirable and it was on schedule, which saved the county money. All of the involved county representatives, including members of the Denton County Historical Commission, were more than pleased with the results.

H. Ross Perot Jr. of the Perot Group, Dallas, was present at the ribbon cutting and dedication ceremonies which took place November 21. He stated that there are four things that make an area great: "a great water supply, freeways, airports, and business and political attitude. *Attitude* has more to do with the success of an area than anything else in the world. A billion to a billion-and-a-half dollars will be spent to build this region. Our future is very, very bright because our history is great . . . and because we have the ability to be the best."

Later, during the ceremonies, Perot thanked the vice president of Local 429, Samuel Marshall, for "a great speech" and a job well done. During his speech, Marshall presented County Judge Vic Burgess and the commissioners court with a plaque representing the appreciation of Local 429 for their use of union carpenters and for having Local 429 participate in the historic event.

Samuel Marshall, vice president of Local 429, Denton, Texas, receives a plaque from John Wilkinson, trustee, which was later presented to the county judge during the ribbon cutting ceremonies.

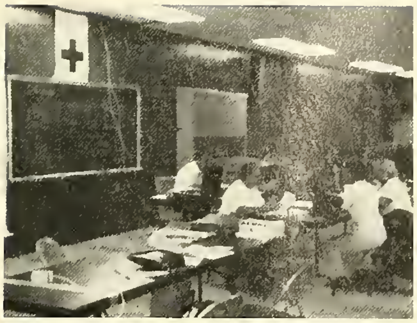
Attend your local union meetings regularly. Be an active UBC member.

Orlando Local is Red Cross Disaster Center

Local 1765, Orlando, Fla., union hall was turned into a Red Cross disaster center for the State of Florida during Hurricane Floyd, last October. Red Cross personnel, some brought from as far away as Texas, spent all day Monday, October 12, setting up the hall as their center. They had 30 phone cables for hook ups, which were previously installed above the ceiling tiles in the meeting hall. As part of the Red Cross's standby chain of disaster centers, the hall would have been able to shelter persons evacuated from Florida's offshore islands, if it had been necessary. Fortunately, Hurricane Floyd did not do much damage as it came inland.

Had a real disaster occurred, however, some of these people would have been dispatched by motor vehicle to emergency shelters in areas hit by heavy weather. Had the surrounding area been hit, evacuated residents would have been relocated to Local 1765's hall until they could return home. As it stood, the Red Cross personnel went home on Tuesday evening.

With the help of unions up and down the East, West and Gulf Coasts, the Red Cross has created many emergency shelters and disaster centers.



Red Cross volunteers, assisted by UBC members, complete their work in the Local 1765 union hall, as the hurricane skirts the city.

Cape Breton members rebuild after fire

Members of Local 1588, Cape Breton Island, Sydney, Nova Scotia, volunteered their time to help one in need. Mary Belle Morrison, mother of member Donald Morrison, lost her home in a fire. She was aided by the following members in rebuilding the family home: Andrew Jessome, Terry Morris, Joe LeClaire, Shawn LeClaire, Leonard Sampson, Harold Landry, Lawrence Shebib, Mike Campbell, Gerard Boudreau, Sid Jessome, Daniel MacNeil, Joe Candelora, Dominic Candeloria, Dan Magee, Leonard MacNeil and Brian MacLeod.

Manitoba Mark

Early in 1987, Ronald J. Dancer, Tenth District Board Member, recognized the members of Local 1614, Flin Flon, Manitoba, for more than 40-years of dedicated service. To commemorate the occasion, Dancer presented the officers with an engraved United Brotherhood gavel.

Shown above are Bernie Gohl, financial secretary; Dave Broughton, recording secretary; and Wayne Baliley, president.

The Morrison home in Nova Scotia.

South Florida rally protests non-union ABC 'Super Bowl'

On October 17, 1987, the South Florida Carpenters, with affiliated building trades, organized and led a picket protesting the policies and practices of the Associated Building Contractors at the Joe Robbie stadium, site of the "ABC Super Bowl of Construction," ABC's largest trade show to date.

Over 3,000 union tradesmen and their families attended the rally and conducted a peaceful picket, delaying the opening of the trade show by more than two hours.

The Associated Building Contractors is an organization of non-union, open shop contractors which was established more than four decades ago. Its membership has grown in the South, where "right to work" laws have hampered union representation of construction workers.

Members of Local 644 who worked on Jeremy's tree house were, front row, from left, Tony Reeves, Stan Marion with his son standing in front of him, Brian McFeeters, Instructor Robert Hampe, Leo Nolan, Pat Bond (Dream Factory representative), Bruce Woodring and Coordinator Dave Humerickhouse; back row, Robert Lamborn, Paul Rutledge, John Fought, Roger Jackson, Marty Van Horn, Brad Zeine, John H. Gay, Perry Sundell, Mike O'Hara, James Hampe; not pictured was Bert Van Horn, business agent, Local 644.

Jeremy's PURPLE TREE HOUSE

Little Jeremy Richards' parents, Julie and Terry, had never heard of the Dream Factory before bumping into a representative at St. Francis Medical Center one day. But since then it has made Jeremy, suffering from spina bifeda, a happy 4-year old.

A purple tree house was recently delivered to Jeremy, thanks to the efforts of the Dream Factory, a non-profit group dedicated to making dreams come true for seriously ill children, and members of Local 644, Pekin, Ill.

"It's such a fantastic, warm project," said Pat Bond, Dream Factory secretary and Jeremy's "dream lady."

"This is a bunch of local people really caring and getting involved," she said.

The tree house was built to Jeremy's specifications by journeymen and apprentice carpenter volunteers. It is 8 feet by 8 feet with a window on each side and a wide door on the front. Due to his illness, a deteriorating spinal condition leading to other internal complications, a long ramp was installed to accommodate a wheelchair when Jeremy needs it. The ramp leads to a small porch with a railing at the front of the house.

"It's made so it can be dismantled and moved," said Bert Van Horn, Local 644 business manager. "And it's painted purple. That was his dream color."

One of the workers carved a sign proclaiming the structure to be "Jeremy's Tree House." The youngster also requested that his 8-year old brother's name, Terry, appear on the sign beneath his.

Once the project started, the list of volunteers kept growing, Bond said. Steger's Furniture agreed to donate carpeting for the inside, Tremont Lumber donated some of the material used to build it, the Peoria Painters Union agreed to paint it and Oliver Ghelardini, a Pekin contractor, agreed to provide the truck to deliver the gift. Ghelardini also promised to return and move the house if the need ever arises.

Clowns, a cake and a large group of people were on hand when the house was delivered to Jeremy.

BE&K campaign

Continued from Page 11

the labor dispute, UBC members have been handbilling and picketing at local BE&K jobsites throughout the country. In addition, UBC pickets are becoming a common sight at forest and paper industry events where BE&K officers are participants. In Atlanta, UBC members and other local Building Tradesmen handbilled and picketed in front of the Waverly Hotel where BE&K president Ted C. Kennedy was the keynote speaker at the Pulp and Paper Maintenance '87 Seminar. A week later, when Kennedy appeared at the Business Roundtable meeting in Palm Springs, Ca. he was greeted by UBC members who picketed throughout the three-day event.

To assist UBC members in spreading the word about BE&K the UBC International has produced a video entitled "BE&K: The Workers' Enemy." The video profiles BE&K, documenting its anti-worker activities aimed at both Building Tradesmen and production workers in the paper industry. The film and handbills are available to all UBC members upon request to the Special Programs Department at the UBC General Office in Washington, D.C.

Patrons of Wal-Mart handbilled

Ray McBride, left and Tom Pidcock, right, of Local 510 Berthoud, Colo., handbilled Wal-Mart at the Lafayette, Colo., during the campaign against the company's non-union construction practices, last year.

Memento of an 1987 picnic in Ontario

Members and families enjoyed the annual picnic held by Local 1988, Smith Falls, Ontario, in August. More than 150 members and their families attended.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

SURPLUS FOOD DISTRIBUTORS IN OHIO

Millwright Local 1519, South Point, Ohio, became the distributor of government commodities to the needy for Lawrence County, Ohio in 1983. In the last four years they have supervised the distribution of 3,042,932 pounds of surplus food. They service 17,000 persons per month at a rate of 72,451 pounds of products per month. Members are shown above unloading one of the semi-trucks that arrive each month. They are Treasurer Ron Kelley, a local distributor, Conductor Randy Dietrich, Chuck Howland, President John Crum Sr., a local distributor, Counter Anna Penix, a local distributor and Steve Terry.

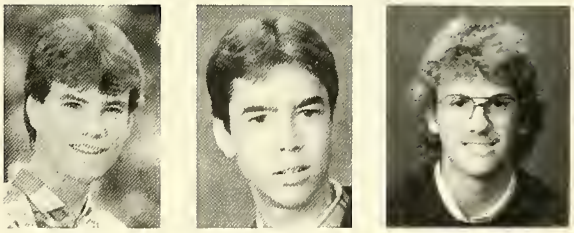
HONORED AT ROAST

Anthony Giaquinta, director of the Joint Apprenticeship Committee of the Washington, D.C., and Vicinity District Council, left, was recently honored for his volunteer services to the Shaw Community Center Food Committee. Friends, family and colleagues joined together at a roast held at the Touchdown Club in Washington, D.C., to salute his work for the needy. All contributions from the roast were donated to the Shaw Community Food Committee for Thanksgiving baskets.

The Honorable Walter Fauntroy, Congressman for the District of Columbia, right, presented a framed proclamation for D.C. Mayor Marion Barry.

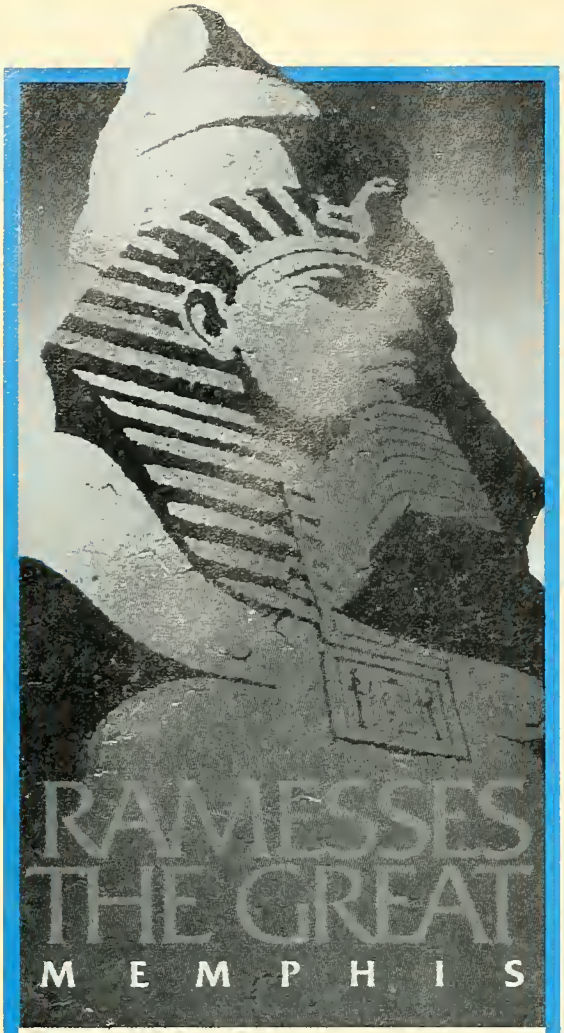
Students awarded scholarships

CAPE BRETON SCHOLARS—*Local 1588, Cape Breton Island, Sydney, Nova Scotia, presented its annual scholarships. Two are based on merit and the other two on a combination of merit and need. The winners are shown here, Sylvestor Jessome, Basil Jessome, Richard Smith, Catherine Smith, Robert MacLean, Robert MacLean, Tracey Dean and James L. Dean.*



SCRANTON SCHOLARS—*Local 261, Scranton, Pa., named Mark Swartwood, Clarks Summit, Lenn Zeunen, Tunkhannock, and Thomas Lange, Tunkhannock, as the annual scholarship winners for 1987. A dinner honoring the recipients and their parents was held in August at the Ramada Inn in Chinchilla, Pa. Each graduate will receive $2000 each year for a total of four years. The awards are jointly funded by members of Local 261 and their employing contractors. Receiving Local 261 scholarships, from left, were Swartwood, Lange and Zeunen.*

NEW YORK SCHOLARS—*General President Patrick Campbell and President of the New York City District Council Paschal McGuinness, front row, center, with the 32 winners of the 1987 Charles Johnson Jr., Memorial Scholarship. The annual scholarships, awarded by the New York District Council, are worth $12,000 to the college-bound sons and daughters of members of the council.*



VISITS MEMPHIS, TENNESSEE

The treasures of the Nile visit a city on the Mississippi with help from members of UBC Local 345

Members of Local 345, Memphis, Tenn., recently participated in the installation of the exhibition, "Ramseses the Great," at the Memphis Convention Center. The exhibition was on loan from the Egyptian Museum in Cairo. It was the largest assemblage of Egypt's national treasures to visit the United States.

Ramesses II, was the last great warrior-pharoah. He ascended the throne of Egypt in 1279 B.C., and reigned 66 years. He built monuments, temples, obelisks and colossal statues throughout his kingdom, claimed many wives and fathered nearly a hundred children. Many historians believe Ramesses was the pharoah of the Exodus. During his reign, Memphis on the Nile was Egypt's capital.

The exhibit featured more than 70 pieces of Egyptian artifacts including jewelry, Ramesses' coffin lid and other funerary artifacts, the door to the burial chamber, the first known clock, gold and silver vessels and three thousand-year-old building tools such as rules and plumbs.

The exhibition was displayed in an Egyptian-theme architectural setting featuring massive columns and other unique Egyptian design elements. All the carpentry work was completed by members of Local 345 under the employment of the City of Memphis, General Services Division.

Members of Local 345 were employed by the City of Memphis, General Services Division, to install the Ramseses the Great exhibition, held recently in Memphis, Tenn. Members on the job included, front, Tommy Morgan, Billy Vance, Robert Michial and James Kerlye, business agent.

Second row, Billy Wheeler, R.J. Willis, Charles Alexander, Efford Lee and William Hawkins.

Back row, Johnny Budlong, Danny Scarbrough, Jimmy Belk, Larry Yale, Donald Fiveash and David Jones.

Acoustical Contractors Inc. of Memphis, Tenn., and Rathe Productions Inc. of New York employed other members of Local 345. They included, front, James Kerley, business agent, Donald Nunn, Johnny Drown and Tommy Donald.

Back, Don Hutcherson, Jon Otto, Stewart Wild, Paul Allen and Michael Poer.

Those not pictured are Danny Hotaling of Local 608, New York, and Hank Jorgensen, Local 246, New York, both with Rathe Productions.

CONSUMER CLIPBOARD

The importance of preparing a will

'The best time to make your will is when you're in good health and not under pressure.'

It is claimed that every American faces two unavoidable facts—death and taxes. And it's true, while it is not an easy subject to discuss, death is something we can and must prepare for.

Preparing means writing a will. A simple process that may take as little as half an hour of your time. And it can be free—many large companies and unions have low-cost legal insurance plans that cover just these kinds of common legal needs. Today, through company and union plans with companies like Midwest Administrators, over 10 million Americans are able to take advantage of prepaid legal insurance.

How do I make a will?

The actual procedure is simple. First, the will must be in writing and properly witnessed. However, laws will vary depending on the state you live in. For that reason, you should consult a lawyer to ensure you follow proper procedures and that your will is up-to-date.

A lawyer or accountant can provide advice on recent changes in estate taxes to make sure your family, and not the government, gets the lion's share of your estate.

The procedure is simple and it need not be expensive. And once your will is drafted it can be easily amended, updated or revoked.

Today, you can't afford not to have a will. By putting your estate in order you can:

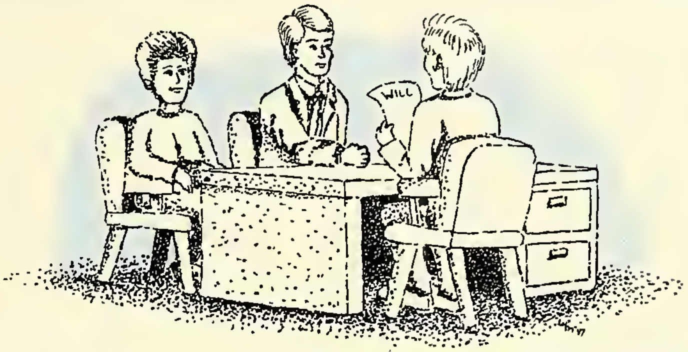
- reduce or eliminate estate taxes
- eliminate legal and court fees to settle the estate
- reduce accounting and bank fees.

When should I make a will?

Minimum age requirements vary by state. But, generally, anyone 18 or over and of sound mind and memory may use a will to dispose of property.

The best time to make your will is when you are in good health and not under pressure or emotional stress. Wills that are produced quickly are more likely to result in expensive, time-consuming legal battles.

Once drawn, a will can be changed or entirely revoked at any time as long as you are mentally and physically capable. Most importantly, any will should be reviewed regularly and changed to reflect changes in the size of your estate, changes in your family, and divorce or marriage.



What can I do with my will?

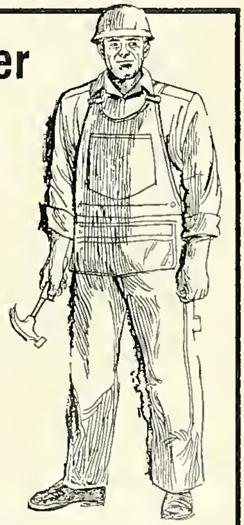
Properly drafted, your will can ensure that your family receives the maximum benefits from your estate without having to endure complicated legal proceedings.

Generally, you can distribute your property as you wish. A spouse may have a right to a percentage of the estate regardless of your will. Children will usually receive a portion unless specifically disinherited in the will. Also, you may:

- Select the persons you wish to receive property.
- Select guardians for your minor children.
- Distribute portions of your estate to charity, church, school, or other organizations.
- Name an executor to manage your estate—assuring this duty falls to someone you trust.
- Trusts may be established to benefit family members and save taxes.
- Detail your burial instructions.

If you are married, have children or have substantial financial holdings, there is no reason to delay writing your will. Financially, no matter how small your "estate," a will can only save your family money and unnecessary red tape. And most importantly, it will allow your possessions to be distributed to the right people at the right time—saving your family from the complicated, anguishing delays and the embarrassing or crippling realization of having lost what you worked so hard to provide.

Rugged wear for the carpenter



We have received several letters from carpenters regarding the overalls question we received from Brother Jeff Albritton of Athens, Tenn., last October. Albritton asked: "Where can I find some good carpenters' overalls?"

After much research, here are our results:

The Sears Hickory Stripe denim overalls were recommended to us by some of our members in the Memphis, Tenn., area. They can be ordered out of the Sears mail order catalog.

On the other hand, *Union Label Shopper* catalog advertises a bib overall. They are 100% cotton, made extra tough by Big Yank, according to the *Shopper*. They are cut full for maximum comfort and easy movement. Adjustable shoulder straps, back and front

Continued on Page 38

Labor News Roundup

OSHA reduces permissible benzene exposure

The U.S. Department of Labor has announced a major rule that will significantly reduce premature death from leukemia and other blood diseases among a quarter million workers exposed to benzene.

The new rule will reduce permissible worker exposures by 90%.

The Department's Occupational Safety and Health Administration will issue a new standard to reduce the permissible worker exposure level in all industries where benzene is used from 10 parts per million parts of air (10 ppm) to 1 ppm averaged over an eight-hour workday. A 5 ppm short-term exposure limit (STEL) averaged over a 15-minute period is also included.

"It has been proven beyond doubt that benzene poses a significant risk of leukemia and other blood diseases to those exposed," Assistant Secretary of Labor John A. Pendergrass, the head of OSHA, said in announcing the new standard.

Pendergrass said the new standard is a landmark rule because the U.S. Supreme Court decision on the agency's original benzene standard seven years ago led to new risk analysis requirements for standards issued since that time.

Labor says cleanup of toxic dumps long overdue

The recent AFL-CIO convention hailed the progress made in cleaning up the nation's environment and ensuring public health and safety, but warned that a huge backlog of problems remains.

Chief among the challenges that still need to be addressed, delegates said, are the cleanup of hazardous waste dumps and regulations on the release of hazardous chemicals.

The resolution called for:

- Implementation and expansion of "right-to-know" laws requiring companies to inform workers and communities about chemicals used in their plants and the potential dangers they pose.
- Action to deal with the problem of acid rain by subsidizing conversion of existing coal-fired facilities through installation of scrubbers and research for ways to make coal burn cleaner.
- A stronger federal pesticide law requiring full testing and restriction of products posing adverse effects.
- Increased funding for waste water treatment projects.
- Inclusion of private buildings in the asbestos removal program.

Heavy job losses shift economies of Sunbelt states

The promise of a prosperous, ever expanding Sunbelt—marked by economic expansion and jobs—is an empty one, with the growth of some metropolitan areas masking the shift to a service-based economy that is creating "problems of unemployment, underemployment and poverty."

That's the conclusion of "The Deindustrialization of the Tennessee Economy," a joint study by the University of Tennessee and the Clothing & Textile Workers' Joint Board representing the states of Georgia, Tennessee and Alabama. The Tennessee survey is part of a larger research project, "The Changing Economy of the Rural South," sponsored by the Highlander Research & Education Center.

Tennessee workers have been hit hard by plant closings, the report observes. It notes that the state's Dept. of Economic Security estimates that 2,844 manufacturing plants and more than 47,000 other businesses closed between 1980 and 1985.

Solidarity stands during recent visit of Gorbachev

he Solidarity flag flown in front of the Electronic Workers' headquarters on 16th St., N.W., here since Poland's independent labor movement was crushed in December 1981 bothered someone as Soviet leader Mikhail Gorbachev was due in town for the summit.

IUE President William H. Bywater said two uniformed officers from an unknown agency visited the union's headquarters, which is located directly across from the Soviet Embassy, the week before the summit and told an IUE employee to take down the flag.

"We told them no," said Bywater. "We've flown that flag since the beginning of the Solidarity problems in Poland. Why should I take it down? . . . It's staying up there."

More professionals joining unions DPE delegates told

At the recent sixth biennial convention of the AFL-CIO Dept. for Professional Employees, DPE Director Jack Golodner noted that "contrary to a common myth, more professionals are joining unions than ever before."

Golodner said that between 1974 and 1986, the proportion of the professional and technical workforce represented by unions increased from 14% to 27%.

Bath Iron Works cited by OSHA for violations

The Occupational Safety and Health Administration has proposed nearly $4.2 million in penalties for alleged job safety and health violations at the Bath Iron Works in Maine.

OSHA said inspectors found more than 3,000 violations in the company's shipyard, including employees exposed to high levels of cancer-causing asbestos, radiation, and raw sewage. OSHA said workers were required to enter confined spaces that were inadequately tested for oxygen deficiencies, flammable vapors and toxic concentrations. The company also was cited for inadequate personal protective equipment, unsafe scaffolding, unprotected gears and other mechanical moving parts, ungrounded electrical wires and unguarded floor openings.

Wilson named organizing director of AFL-CIO

AFL-CIO Secretary-Treasurer Thomas R. Donahue has named Charles McDonald, 44, as his executive assistant, and the federation's executive council elected Dick Wilson, 55, to succeed McDonald as director of organization and field services.

McDonald has held positions with Communications Workers and the State, County and Municipal Employees and was a counsel to the Senate Labor Subcommittees before joining the AFL-CIO in 1975. Wilson served with the Auto Workers, AFSCME and other unions before joining the AFL-CIO staff in 1979.

Congress tells BLS to issue consumer index for seniors

Congress gave final approval to a labor-endorsed measure that requires the Bureau of Labor Statistics to develop a special consumer price index that reflects spending patterns of older Americans. Its goal is to more accurately measure the impact of inflation on senior citizens.

The CPI for the elderly was included in a House-Senate conference agreement on the Older Americans Act, which President Reagan is expected to sign. The measure requires BLS to provide within 180 days "a reweighted index of consumer prices which reflects the expenditures for consumption by Americans 62 years of age and older."

Its sponsor is Sen. John Melcher (D-Mont.), and the AFL-CIO expressed its support for the measure in a statement to the Special Committee on Aging, which Melcher heads.

APPRENTICESHIP & TRAINING

16 Apprentices graduate in Cleveland

A dinner dance was held last summer at Carrie Cerino's Ristorante, Cleveland, Ohio, in honor of 16 apprentice graduates from the Cleveland area. The graduates each completed the required 576 related training hours and approximately 7400 on-the-job training hours.

The graduates and their instructors included, from left, Steve Zadd, floorlaying instructor; Pat McCafferty, carpenter instructor; Jose Cruz, carpentry graduate; Jeff Dunn, drywall; Mike Klimek, carpentry; James Jarus, carpentry; Tod Shaw, mill-cabinet; John Kilbane, drywall; Charles Morgan, floorlaying; Jeff Rischar, floorlaying; Harley Gaffney, mill-cabinet; Mike O'Connell, floorlaying; Art Lindrose, carpentry; Steven Beebe, carpentry; Al Kuzmin, mill-cabinet instructor; and John Sadowski, apprentice coordinator.

Those not pictured are David Menn, Russell Stefancin and Richard Veres, carpentry and Ed King, mill-cabinet.

Millwright grad in Baltimore local union

David Borlie of Local 1548, Baltimore, Md., center, was awarded his journeyman certificate at a recent awards ceremony. Making the presentation were John Schmitz, left, business agent, and Jack Jones, right, president.

Local 1548 is a local union of millwrights.

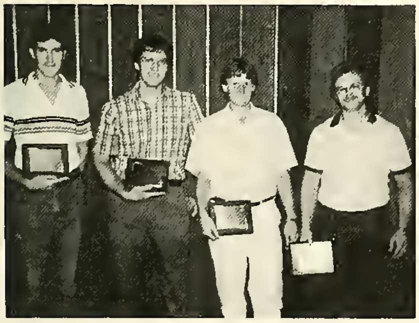
Champaign grads

Local 44, Champaign, Ill., recently honored its graduating apprentices. They were, front, Sheryl Ratz and Maureen Madsen. Back row, Donald D. Frost, Michael D. Mitchell and Jim B. Ferree.

New millwrights

Millwright Local 1755, Parkersburg, W.Va., held a banquet to honor the graduating apprentices. They were Paul C. Schultz and Kenneth N. Whited.

Cedar Rapids grads



Graduates of Local 308, Cedar Rapids, Iowa, recently received their journeyman certificates and a plaque at a banquet honoring them. They included Jim Seiler, Dave Siegel, Bill Partridge and Kevin Ciha.

The graduation was held in conjunction with pin presentation ceremonies of Local 308. (See pictures, page 31).

Santa Ana local's recent graduates

Graduating apprentices from Local 1815, Santa Ana, Calif., include, front, Andy Wermes, lead instructor, apprenticeship office; Kevin Winslow; Michael Bell; Richard Reynundo; John DiMiceli and Isidor Grant.

Back, Bill Perry, secretary/treasurer, Orange County District Council; Steve Cobb, financial secretary, Local 1815; Scott McGowen; Baldwin Keenan, business representative and president, Local 1815; Mike Lucio, business representative and recording secretary, Local 1815; Pedro Villarreal; James W. Johnson; and Lee Hebert, coordinator-apprenticeship office.

First-year apprentice designs float

BUILDING A BETTER WORLD

A contest was held by the Detroit Carpentry Joint Apprenticeship Committee for the best design for the Labor Day Parade float. The 1987 winner was Ed Atkins, first-year apprentice. The contest was judged by the fourth-year class. And, not only did they judge it, they built it. They are shown here on the float: Vicki Storms, Michael Yarrington, Martine Grace, Michael Tuite and Todd Parkinson.

Ed Atkins received $100 for his prize winning entry.

Texas millwright grad

Millwright Local 1421, Arlington, Texas, recently honored Cathy Zeka upon her completion of the Apprenticeship Program. She is the first female to attain journeyman status in Local 1421. Zeka completed the Millwright PETS Program in June 1987.

Shown here are Billy Payne, vice president; Cathy Zeka, new journeyperson, and Herb Kratz, business representative.

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Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Cedar Rapids club

A charter was recently presented to Ray Stumpff, president, and Harry Odeen, vice president for the newly-formed Retirees Club 70 in Cedar Rapids, Iowa. The charter was presented by Jim Christensen, business representative and treasurer for Local 308, Cedar Rapids.

Club 40 Snowbirds

Club 40, Chicago Heights, Ill., enjoyed a busy summer after all its members returned to the north country after enjoying their winter homes in the Sun Belt.

Activity for members began in April with bingo and lunch. For the July meeting, members gathered at Skyline Pool for a picnic. They enjoyed a cook-out by the men and the contributions made by the ladies. The picture above is of the "die-hard" members who just wouldn't go home. Club 40 is now enjoying a membership of 57.

●

For information on how to start a UBC Retirees Club in your area write: General Secretary, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

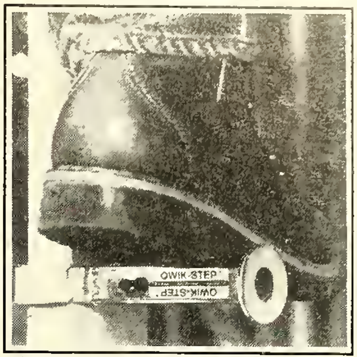
Club 27 presents longevity plaques

Club 27, Hammond, Ind., recently presented its retirees with longevity plaques, recognizing years of UBC service. They were, front, John Giba, 42 years; Frank Caise, 46 years; Tesney Robert, 44 years; Frank Rueth, 48 years; Larry Strode, 52 years; Jess Wingard, 47 years; Carl Peterson, 51 years; Clarence Mosier, 50 years; and Peter Swim, 41 years.

Back row, Larry Shields, retirees reporter for the Hammond Times; *Larry Hess, vice president; Victor Matouina, 42 years; Axel Olson, 75 years; Frank Radgiwieek, 41 years; Stan Zurik, Local 599 president; Pam Duke receiving for Durand Humble, 50 years; Shorty Heinz, 50 years; Duke DeFlorio, president; and Henry Callontine, 47 years. Ben Poleski, 45-year member, was unable to attend.*

New Retirees Club in Portsmouth, Ohio

Retirees Club 66, Portsmouth, Ohio, was recently presented with its charter. Shown here are Local 437 President Patrick Day, General Representative Ed Strickland, Business Representative Greg Martin, Club 66 President Norvel Davis, Harry James, Vernon Adams, Bernard Colligan and Albert Storm.



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AND POETRY NOT ACCEPTED.

LEGAL TENDER

An old miser called his doctor, lawyer and minister to his deathbed.

"They say you can't take it with you," the dying man said, "But I'm going to try. I've got three envelopes with $30,000 cash in each one. I want you each to take an envelope, and just when they lower the casket, I want you to throw in the envelopes."

At the funeral each man tossed in his envelope. On the way home the minister confessed, "I needed money for the church, so I took out $10,000 and threw only $20,000 into the grave."

The doctor said, "I, too, must confess. I'm building a clinic. I took $20,000 and thew in only $10,000."

The lawyer said, "Gentlemen, I'm ashamed of you. I threw in a check for the full amount."

BUY UNION * SAVE JOBS

SPARE THE ROD

Mother: Do you believe in clubs for teenagers?
Teacher: Only if persuasion fails.

FED UP

My strong-willed grandson was trying to cajole his father into stopping at his favorite fast food joint.

"But, Dad, why can't we?" he asked.

"Because your mother has dinner ready for us at home."

"But Dad, you always say that. Why don't you ever do what I want to do?"

"Son, I told you. Your mother expects us."

"Dad," he proclaimed in his best grown-up voice, "I've put up with that woman for five years, and I've had it!"

—*Pauline Presley*

DON'T BUY L-P

MAR-MAL-AGED

"A lady told me the other day that I was well preserved for my age—82. If I'm well preserved, it must be because I've been in so many jams during my life!"

—*Nancy Green*

ATTEND LOCAL MEETINGS

HER REASON

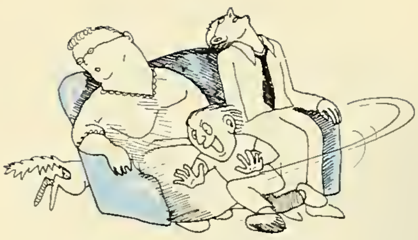
Husband: When you married me you promised to love, honor and obey.

Wife: Well, I didn't want to start an argument in front of all those people.

* * *

THIS MONTH'S LIMERICK

There was a composer named
Liszt
Whose music no one could resist.
When he swept the keyboard
Nobody could be bored;
And, now that he's gone, he is
miszed.



PAYING YOUR DUES

If your business agent did you wrong, give his little boy a cat.

—*Adapted from an old Chinese proverb.*

ADOPT A LUMBER COMPANY

QUICK DECISION

A man called for jury duty asked to be excused. The judge asked, "On what grounds?"

"We're very busy at the office, sir, and I ought to be there," the man said.

"So you're one of those men who think they're indispensable. You think the firm can't do without you, is that it?"

"No, sir, far from that," the man replied. "I know very well they can do without me. I don't want them to find that out."

"Excused," the judge said.

—*National Enquirer*

BE AN ACTIVE MEMBER

IT SPEAKS

"Hello there. I'm the company computer. So far, only I know that you haven't been making regular payments on your account."

"However, if I don't process a payment for you within ten days, I will tell a human."

SUPPORT 'TURNAROUND'

NECESSITIES OF LIFE

A 5-year tot was assigned by her Sunday school teacher to draw the interior of the stable where Christ was born. The child showed her father the finished picture. He studied it then pointed to one item and asked what it was.

"Oh that?" his daughter replied. "That's their TV set."

—*Let's Be Human,*
Harry Fleischman

USE UNION SERVICES

ON THE CUFF

"Do you live within your income?"

"Good heavens, no! It's all I can do to live within my credit!"

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Now you can solve all your building problems right in feet, inches and fractions—*with the all new Construction Master™ feet-inch calculator.*

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You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions (3/8 + 11/32 = 23/32) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

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You can also convert any displayed measurement directly to or from any of the following formats: **Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.**

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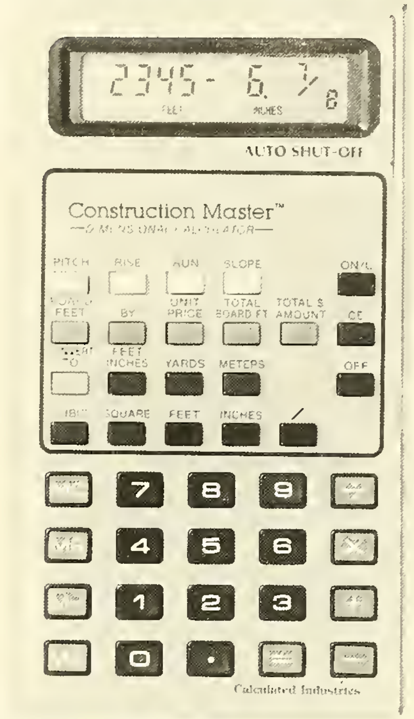

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Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Reno, Nev.—Picture No. 1

Reno, Nev.—Picture No. 3

Reno, Nev.—Picture No. 7

RENO, NEV.

A banquet and pin presentation was recently held by members of Local 971 to honor those members with 20 years or more of service. The celebration took place at the Comstock Hotel in Reno.

Picture No. 1: Silvo Ferrari was presented with a 65-year pin at the celebration. He was joined by his wife Lena along with his son and daughter-in-law.

Picture No. 2: Lifetime members were awarded to Melvin Webb, Raymond Keller, Lawrence Quadrio, Lawrence Wright, K.P. Williams and William Webb. These members served over 50 years with the Brotherhood.

Picture No. 3: 50-year membership pins went to Jack Landers, Byrul Sheen and Donald Masters.

Picture No. 4: Wilford Kimsey, 45-year member.

Picture No. 5: 40-year members receiving pins included Pancho Alcano, Joe Hackney, William Harrison, C.W. White, "Mitch" Mitchell, William Donaldson and Walter Wilson.

Picture No. 6: Pins for 35-years of service were awarded to Joseph Reppi, Bernard Zunino, Marion Ponder, Lawrence Farr, Richard Rose, Daniel Creitz, Robert Carpenter and George Kajans.

Picture No. 7: William Murray and Ned Forster, 30-year members, were awarded their service pins at the ceremonies.

Picture No. 8: 25-year members receiving pins were Chester Goodell, Darrold Pierpoint, Harold J. Loranger, James Echard, Lowell Thompson and Albert Senne.

Picture No. 9: Herbert Koblischke, 20-vear members.

Reno, Nev.—Picture No. 2

Picture No. 4

Picture No. 9

Reno, Nev.—Picture No. 5

Reno, Nev.—Picture No. 6

Reno, Nev.—Picture No. 8

BATON ROUGE, LA.

Sam Coleman, a member of Local 1998 recently retired after 43 years of service in the Brotherhood. He was originally a member of Local 475 until that local merged with 1098 in 1967.

Coleman

CEDAR RAPIDS, IOWA

Local 308 hosted a buffet dinner to honor members and their spouses for their years of dedicated service to the local union and the Brotherhood.

Picture No. 1: Fred Hartle and Jerry Jasa were honored for 65 years of service.

Picture No. 2: John Waline and Loren Peet were awarded 50-year pins.

Picture No. 3: 45-year pins were awarded to Lumir Zobac, Charles Akers, Ray Stumpff, Carl Metz and Bill Vrzal. Not pictured are Paul Anderson, Clem Driscoll, Virgil Farr, Berle Jackson, Jerry Metela, George Rick and Ralph Smith.

Picture No. 4: 40-year members honored were, front, Lyle Domine, Albert Allsup, Orlan Morrison, Carl Rinke, Ed Ledvina, Virgil Chester and Ray Glasgow.

Back row, Everett Peters, Fred Petersen, George Lanka, Norm Huston and Harry Odeen.

Those not pictured were John Akers, Ed Hartle, Bill Kidder, Aldrich Zobac, Aaron Carpenter, John Godar, Karl Ham, Clarence Kadlac, Charles Kennedy, Elmer Kotaska, Hans Krause, Joe Meek, Harold Neel, Reginal Steoger, Burton Welsh and Dwight Winter.

Picture No. 5: Those honored for 35 years of service included, front, Ken McGee, Gerald Lisk, Reuben Fencl and Don Jordon.

Back row, Jim Christensen, Glen Lester, John Hackbarth, Bill Myers, Roger Turnbull, Joel Hazewinkle and Al Kellenberger.

Those not pictured, John Adamek, Earl Edwards, Richard O'Brien, Don Schindler, Ray Brown, Joe Duchesneau, Lloyd Edler, Lester Evans, Howard Haigh, John Howe, Grant McKee, Earl Moore and Harold Powers.

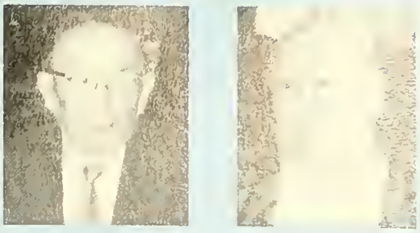
Picture No. 6: Leon Walters and Loren Zabokrtsky were honored for their 30 years of service and dedication.

Those honored but not pictured were, LeRoy Bierman, Don Ciha, John Crilley, Bob Crosby, Vincent Diers, Matthew Fousek, Eldon Hornstein, Don Kaplan, Everett Knott, Oliver Ludwick, William Wilford, Ray Young, Lewis Berends, Lawrence Caslavka, Ralph Hilsenbeck, Arlo Kirkpatrick and Joe Stonkey.

Picture No. 7: 25-year members honored were, front, Ron Hatfield, Bob Kvach and Bill Klosterman.

Back row, Fred Overmann, Myron Burger and Ray Christensen.

Not pictured are, Paul Drahos, Alden Eggleston, David English, Gayle Jacobson, Joe Kelley, Pat Leiker, Jim Myers, Dwight Peterson, Gene Shebetka and Ed Vigness.



Picture No. 1—Hartle and Jasa

Cedar Rapids, Iowa—Picture No. 2

Cedar Rapids, Iowa—Picture No. 3

Cedar Rapids, Iowa—Picture No. 4

Cedar Rapids, Iowa—Picture No. 5

Cedar Rapids, Iowa—Picture No. 6

Cedar Rapids, Iowa—Picture No. 7

TERRE HAUTE, IND.

Local 133 honored members with 25, 35 and 50 years of membership at the annual Awards Night. Members awarded 50-year pins were, front, John J. Ofsansky, Carson Flock, Charles Miles, Elmer Hoggatt, Clarence Stroot, Harold R. Herrington Jr., Edward May, Charles Uselman and Edward Hudson Jr.

Back row, Sevellan Crawford, Fred Mason, Fenton Hunt, Arthur DeMougin, Robert Flinn and Charles Garaffa.

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to *CARPENTER* magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Terre Haute, Ind.

RICHLAND, WASH.

Millwrights and Carpenters Local 2403 and Millwrights Local 1699 held a dinner and pin presentation for members with 20 to 50 years of service to the Brotherhood. The dinner was attended by 100 members and spouses.

Picture No. 1: Howard Lovinger, 50-year member.

Picture No. 2: 45-year members receiving pins were Ray Smoot, Leif Anderson, Gil Reese, Ron Sturgeon and Duke Seaberg.

Picture No. 3: George Harris, Louis Day, Jack Holcroft, Rudy Smolar and Jim Parent were presented with 40-year pins.

Picture No. 4: Everett Asher, 35-year member.

Picture No. 5: Members receiving 30-year pins included Bob Torey, Sam Bakshas and Milton Farragher.

Picture No. 6: 25-year members receiving pins were, front, Russ Shrauger, Earl Root and Dick Ross.

Back row, Sam Meachem, Bill Daley, Ron Smoot and Rich Garretson.

Picture No. 7: Shorty Jensen, Dan Crow, Don Reese and Harold Anderson received 20-year pins.

Asher

Lovinger

Richland, Wash.—Picture No. 2

Richland, Wash.—Picture No. 3

Richland, Wash.—Picture No. 5

Richland, Wash.—Picture No. 6

Richland, Wash.—Picture No. 7

DES MOINES, IOWA

Local 106 held a retirees luncheon to honor its retirees and members with longstanding service to the Brotherhood.

Picture No. 1: John Johanson, 60-year member.

Picture No. 2: Charles Riley, 50-year member.

Picture No. 3: Pins were presented to 50-year members Willard Briggs, Vern Schwein and Carl Ingram.

Picture No. 4: 40-year members honored were Lionel Rowely, John P. Allen, Edward Graney, James Roth, William Woodruff, William Petersen and Kenneth Kalvick.

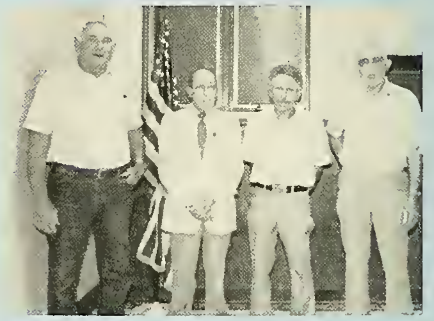
Picture No. 5: Members with 30 years of service and 65 years of age were presented with pins. They included Wilbur Adair, John P. Allen, Robert Rochat and Lloyd Olson.

Picture No. 6: Joseph Benjamin, Charles Caligiuri, Arlen Bryan, Lester Carter, Edward Kucera and Harold Summy were presented with 25-year pins.

Des Moines, Iowa—Pictures 1, 2 and 3

Des Moines, Iowa, Picture No. 4

Des Moines, Iowa, Picture No. 6



Des Moines, Iowa—Picture No. 5

SANTA BARBARA, CALIF.

At a special meeting of Local 1062, Santa Barbara, Calif., members were recognized for their long service to the Brotherhood. Awards were presented by Doug McCarron, executive secretary, Los Angeles District Council.

Picture No. 1: Roscoe Masonheimer, carpenter apprenticeship instructor, and Cyril Young were honored for their 50 years of service.

Those not in attendance were Wayne Burnett, Ben O. Lyda and Donald MacLeod.

Picture No. 2: Howard Craven, 45-year member.

Those not in attendance, Walter Luka, Carl Prescott, Carl J. Whittle and Lester Winn.

Picture No. 3: Members honored for 40 years were, front, Jess Ortiz, Wesley Shaw, Ray Kramer and Marvin Van Aacken.

Back row, C.W. Boynton, Clare Seibert, trustee, McCarron, Nick Aguilar, president, and Neal Crispin.

Those not in attendance, Carl B. Feehan, Robert Gross, Myron Harvey, Jack Mason, Floyd McMindes, Robert Reverdy, James York and Ralph Zegers.

Picture No. 4: Ralph Moore and Joe Aparicio, financial secretary, were honored for their 35 years of service.

Those not in attendance, Percy Beck, Henry Hall, Willard Hirschler, Rupert Hughes, J.W. Kimbrough, Charles Larsen, Joseph Macko, Leonard Malsolm, Dale Robison and Wayne Shipley.

Picture No. 5: 30-year members included, Harald Jenssen, Paul Aguirre Sr., Jerome Magno, James Berkhouse and Gaylon Knudson.

Those not in attendance, John Cave, Billy D. Cox, James Howard, Asger Jensen, Edward Kadlubek, John Morris, Otto Schenck and Arthur Spiller.

Picture No. 6: Members honored for 25 years of service were, Ferdinand Dziobaka, Julian Dominguez, James Decobert and Ray Kramer.

Those not in attendance, Robert Araluce, Roy Connell, Norman DeWett, Handrik Hollander, Gary Jensen, Martin Schonfeldt, Josef Schwaiger and Clifford Solem.

A.J. Avery and James C. Jensen were honored for 60 years of service but were unable to attend.

Santa Barbara, Calif.—Picture No. 1

Picture No. 2

Santa Barbara, Calif.—Picture No. 3

Santa Barbara, Calif.—Picture No. 4

Santa Barbara, Calif.—Picture No. 5

Santa Barbara, Calif.—Picture No. 6

Medford, Ore.—Picture No. 2

Medford, Ore.—Picture No. 3

Medford, Ore.—Picture No. 4

Medford, Ore.—Picture No. 5

Medford, Ore.—Picture No. 6

MEDFORD, ORE.

Members of Local 2067 were honored at a recent union meeting.

Picture No. 1

Picture No. 1: Ernest Cox, 50 years. Not present was Emerson Allen.

Picture No. 2: Members honored for 45 years of service were, front, Addison Keplinger, William Roberts and Adolph Zanotto.

Back row, Leo Anderson, McKenzie McCulloch, Willard Bowdoin, Charles Hinrichsen and Glenn Mosser.

Those not in attendance, Delbert Bates, Harold Brown, Austin Caldwell, Lewis Clark, Bob Dixon, Clarence Harris, Roy James, R.E. Leisher, Neil Murray, William Roberson, L.W. Ward and Verna Ward.

Picture No. 3: Members honored for 40 years were, front, Henry Keplinger and Alfred Reed.

Back row, George Emmett, William Bittle, Jack Gaza and H.W. Schweitert.

Those not in attendance, Everett Burwash, Wallace Cramer, L.W. Caldwell, Arthur Hanson, Martin Jorde, Carlos Keeney, Martin Landers, Karsner LeVee, Dick McKinley, Earl Middleton, Ray Mahan, Milo Morey, Ed Moore, Forrest Orr, Robert Snider, James Thompson, C.E. Van Gordon and L.J. Warner.

Picture No. 4: 35-year members honored were Glenn Young, Leo Horak and William Huett.

Those not present were Lloyd Fischer, Merl Howard, Roy Johnson, Earl Kelley, Patrick Pyle, Roy Stiffler and Leonard Standley.

Picture No. 5: Those honored for 30 years were Harold Wilson, Ralph DeLay and Marvin Rose.

Those not present were Ray Cann, Harold Fitzimmons, Robert James, James Keenen, Oscar Larson, Allen Marcotte, Ralph Merrill and C.A. Sanders.

Picture No. 6: 25-year members were, Edward White, Russell Engle and Jerry Lehman.

Those not present were Russell Blower, Gene Johnson, Ron McCay, Leonard Peck and Walter Phillips.

HOUSTON, TEXAS

Local 213 President James Herd presented service pins to longstanding members at a pin presentation ceremony. The tribute to those being presented was "it was through the efforts of men such as you that organized labor is here today. The first battles were the hardest to win. You have set the tradition and gave us the incentive to continue the fight."

Picture No. 1: 65-year member W.L. Cain.

Picture No. 2: Holden Simms, Horace Sherrill, Fred Duty and C.L. Rip were presented 50-year pins.

Picture No. 3: 45-year members receiving pins were, front, Floyd Webb, A.B. Anderson, W.M. Anderson and William Tafelski.

Back row, Major Giesecke, H.R. Winger, Patrick Porter, M.M. Bates, Henry Thompson and G.W. Robertson.

Picture No. 4: 45-year pins were presented to, front, Charles Itzen, Roland Guettler, A.W. Ray and Ray Bartholf.

Back, James Alfred Sr., Rodger Williams, Clifford LaPoint and H.A. Nicholson.

Picture No. 5: Members receiving 45-year pins included, front, Henry Popelka, LeRoy Turner, R.J. King and Ted Johnson.

Back, M.E. Hildebrand, Albert Adkins, Morris Johnson, Brent Bautsch and William McDowell.

Picture No. 6: Service pins of 45-years were presented to, front, John Walsh, Emery Berczik and R.H. Mitchell.

Back, George Fitzgerald, Roy Ojeman, Philip Bosco, Oscar Telg, Arthur Hanes, Joe J. Smith and Joe Williams.

Picture No. 7: 40-year pins were awarded to, front, Noble Wilcox, George Clemons, Doffice Johnson, Sidney West and Edward Manuel.

Back, J. L. Rhodes, Lenard Parker, Clarence Hammock, Woodrow Yount and Willie Malphette.

Picture No. 8: Members receiving 40-year pins include, front, Joseph Manchaca, Frank Ablong, Douglas Caldwell, Ed Reed and Lothar Zenk.

Back, Ephriam Blackburn, Robert Morton, Raymond Brown, Sidney Walton and Edward Lorenz.

Picture No. 9: 40-year pins were awarded to, front, Louis Davis, Willie Watson, Roy Davis, William Null and J.D. Beathe.

Back, O.W. Bullard, A.W. Wright, Albert Foley, John Tullos and Melvin Marek.

Picture No. 10: 40-year members to receive their service pins were, front, C.R. Griffith, Clarence Watson, Harold Lewis, Frank Castleberry, Gordon Williams and Wilfred Leger.

Back, Willie Koeppen, E.G. Branstetter, Alvis Irwin and E.F. Patterson.

Picture No. 11: Pins were awarded for 40-years of service to, front, James Rogers, Purdee McGee, Fred Shelton, Gene Earls and Jesse Russell.

Back, Edward Tomczak, Herman Weigelt, Louis Filecia, Daniel Glaesmann and Daniel Ledbetter.

Picture No. 12: Sidney McIlveen, 35-years, and M.E. Hildebrand, 45-years were both presented with their service pins.

Picture No. 13: 35-year service pins were awarded to, front, Paul Noska, Henry Clark, John York and Isidro Tamez.

Back, Lewis Cotton, Alphonse Rabel and P.H. Chamberlin.

Picture No. 14: Members receiving 35-year pins included, front, William Roberson, Edwin Maeckel, Charles Vineyard and Claborn Reeves.

Back, Bill Ware, Preston Sanchez, Raymond Fielden and Joe Gus Radenz.

Picture No. 15: 30-year pins were presented to, front, Adrian Rodgers, Walter Jones, Lloyd Vostatek and Fred Stotts.

Back, Kenneth Beard, Vernon Shawn, Homer Hayley and C.L. Thibodeaux.

Picture No. 16: 25-year service pins went to front, Lloyd Leffel, Bill Hayden and Jesse Lipford.

Back, Fred Grellhesl, Charles Estes Jr., Harry Verdoun and Paul Dobson.

Picture No. 17: Members receiving 25-year pins include, front, L.J. Matherne, James Vian and Robert Vian.

Back, Willie Fake, Leon Clark, Ben Irwin and B.C. Cunningham.

Houston, Texas—Pictures 1 and 2

Houston, Texas—Picture No. 3

Houston, Texas—Picture No. 4

Houston, Texas—Picture No. 5

Houston, Texas—Picture No. 6

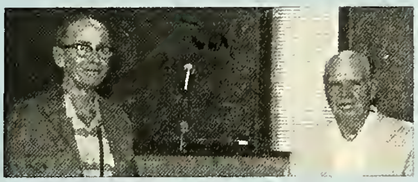
Houston, Texas—Picture No. 7

Houston, Texas—Picture No. 8

Houston, Texas—Picture No. 9

Houston, Texas—Picture No. 10

Houston, Texas—Picture No. 11



Houston, Texas—Picture No. 12

Houston, Texas—Picture No. 13

Houston, Texas—Picture No. 14

Houston, Texas—Picture No. 15

Houston, Texas—Picture No. 16

Houston, Texas—Picture No. 17

SAN LUIS OBISPO, CALIF.

Local 1632 honored its members with longstanding service to the Brotherhood with a pin ceremony. Awards were made by Paul S. Cecil, general representative, and Clarence L. Mallory, Local 1632 business representative/recording secretary.

Picture No. 1: Ralph Quincy and Estie Feasel have served the Brotherhood for 50 years of dedicated and continuous membership. They were presented lifetime membership cards and 50-year pins.

Picture No. 2: Lloyd F. Mickle, Larry Flood, Herman D. Waldron and Ralph L. Kuhler were presented with 45-year pins.

Picture No. 3: 40-year pins were presented to Dean R. Zimmerman, Buster O. Schilling, J. Rex Bowlby and Clifford F. Smith.

Picture No. 4: Members receiving 35-year pins were, front, Justin Negrete, Jimmie V. Hernandez and Raymond S. Walker.

Back row, William H. Jones, Cecil E. Chapman and Fred Foth.

Picture No. 5: Members awarded 30-year pins included, front, Orville Cline and Joe Presnull.

Back, Louis Fernamburg, Gordon Mutter and Eugene Miller.

Picture No. 6: 20- and 25-year members receiving pins included, front, William Hipp and Lewis L. Patrick.

Back, Jerrald E. Dostal, Frank Hilton, Joseph Lindbergh (20) and Frederick A. Johnson.

San Luis Obispo, Calif.—Picture No. 1

San Luis Obispo, Calif.—Picture No. 2

San Luis Obispo, Calif.—Picture No. 3

San Luis Obispo, Calif.—Picture No. 4

San Luis Obispo, Calif.—Picture No. 5

San Luis Obispo, Calif.—Picture No. 6

Parkersburg Carpenters

Parkersburg,
West Va.

PARKERSBURG, W.V.

Local 899 held its 5th Annual Family Picnic and Service Pin Awards Ceremony last summer at the City Park Pavilion in Parkersburg, W. Va. Those receiving service pins were, front, Earl D. Johnson, business representative, 20 years; Howard E. Craig, 20 years; Aaron Nance, 30 years; George W. Rowley, 40 years; and Chester E. Gates, 68 years.

Back row, Victor B. Echard, president; John L. Jarrett, secretary, Chemical Valley District Council of Carpenters; Denzil Rhodes, 47 years; and Everette E. Sullivan, UBC representative.

Kenilworth, N.J.

KENILWORTH, N.J.

Local 1107 recently installed its new officers and awarded members with longstanding service to the Brotherhood with service pins. Those receiving 20-year pins were John Sipos, Joe Cernero, Kenneth McLaughlin, John Harbatuk and Joseph Alaimo. Those not pictured but awarded pins were Frank Manto, R. Gregovick, David Jones, Edmund Marut, Joseph Priam and Richard Sipos.

PITTSBURGH, PA

Pile Drivers Local 2264 recently sponsored a banquet honoring its senior members and George Lozovoy, retiring assistant business representative.

Picture No. 1: Anthony Wolffe, 70-year member.

Picture No. 2: 45-year members honored were, William Rody, William Kennedy Sr., and Emerson Shope.

Picture No. 3: Stanley Karaica and Edward Mirt were honored for their 40 years of membership.

Picture No. 4: 35-year members include Jack Davis, Michael Vitunic, John Ferraro, Joseph Ulrich Sr., Chester Zastawa, Norman Dugan, Leonard Schraeder, John Regan, George Lozovoy, John White, Harry Lippert, Joseph Boylan, Steve Pukansky, Louis Soller, Eugene Watson, Felix Rozanski and Richard Boland.

Picture No. 5: 30-year members honored were, front, James McArdle, Bruno Kwolek and Robert Gramc.

Second row, Gerald McCarthy, Robert Nawrocki and Stojan Maravich.

Third row, Melvin Karaica and Richard Keenan.

Back row, Larry Smionovitch and Clarence Farmer Sr.

Picture No. 6: 20-year members honored were, front, Samuel Maravich, Raymond Stackiewich, Carl Jakubowski, and Edward Losko.

Second row, Charles Schaffer, Patrick Mahoney and Ronald Pettigrew.

Third row, Edward Keenan, Ronald Heinlein and William Winter.

Back row, Richard Babicka, Joseph Winter, Clark Abersold and Anthony Julian.

Picture No. 1
—Wolffe

Pittsburgh, Pa.—Picture No. 4

Pittsburgh, Pa.—Picture No. 2

Pittsburgh, Pa.—Picture No. 3

Pittsburgh, Pa.—Picture No. 5

Pittsburgh, Pa.—Picture No. 6

PROVO, UTAH

Local 1498 held a special picnic to honor its members of long service to the Brotherhood. Honored were Lee Mace, 25 years; Blake Reynolds, 45 years; and Aldred Jones, 45 years.

Provo, Utah

BEACON, N.Y.

Local 323 recently recognized its members with longstanding service to the Brotherhood at a celebration of the local's 100th anniversary. Twenty-five-year pins were awarded. Shown from left, Louis Amoroso, business representative; Joseph Lia, First District Board Member; Nunzio Ricottilli; A. Pete Elder; Roland Bard; John Fahlman; Joseph Albanese; and Gerard Schuder, president. John M. Papo is not shown.

A check for $15,000 was also presented for the Blueprint for Cure campaign at the celebration. (See Page 13 for related story.)

Beacon, N.Y.

ALBUQUERQUE, N.M.

Local 1319 honored its members who have over 50 years of continuous service to the Brotherhood. They were Franklin Sharp, Rodell Bloomfield, Gilbert Jaramillo, Estevan Duran, Bon Hogge, William Dawes, Steve Rizek and Merle Snyder. H.L. Christianson, Frank Dekan, T.K. McCorkle and Louis H. Phillips have also serviced for more than 50 years but were unable to attend.

Albuquerque,
N. Mex.

WE ARE LATE: Due to the high volume of pin presentation items we have received, we are six months behind in printing them. We are sorry for this inconvenience, however, we are doing everything possible to catch up. Please keep watching for your pictures to appear!

IN MEMORIAM

The following list of 551 deceased members and spouses represe a total of $1,015,001.63 death claims paid in October 1987; (s) follo name in listing indicates spouse of member.

Local Union, City

6 **Hudson County, NJ**—Frank A. Palmieri, George A. Erbe, George Malgady, Joseph C. Cook, Robert M. Healy, Walter H. Hutner.
7 **Minneapolis, MI**—Archie Hanson, Eugene Schlink, John C. Nelson.
8 **Philadelphia, PA**—James A. Heron, Walter C. Kraus.
10 **Chicago, IL**—George N. Lancaster, Roy W. Wilhelm.
11 **Cleveland, OH**—George Hansen, Jan D. Macrae, Vincent Columbro.
12 **Syracuse, NY**—Ernest E. Hauser.
13 **Chicago, IL**—Albert C. Norton, Frank P. McGlynn, James Lumino, William N. Johnston.
14 **San Antonio, TX**—Andrew J. Key.
17 **Bronx, NY**—Anthony Salvo, Carl Berg, Charles L. Reece, Hamilton Parris, Joseph F. Byrne, Joseph Netusil, Mavis A. Goring (s), Warren McKane, William Knobler.
18 **Hamilton, Ont., CAN**—Victor Sudar.
20 **New York, NY**—George W. Ward.
22 **San Francisco, CA**—Albert Frederick Cochelle, Antonio Midile, Elva D. Neenan (s), Eugene Medina, Leander Lamoine Klahn.
24 **Central, CT**—Arthur H. Davis Jr., Eileen Miller (s), Milton Voegtli.
25 **Los Angeles, CA**—Edward A. Stalzer.
27 **Toronto, Ont., CAN**—Mario Zucatti.
31 **Trenton, NJ**—Dorothy Schaefer (s), Leroy F. Neeld.
33 **Boston, MA**—Doris A. Arnold (s), Joseph E. Hesson.
34 **Oakland, CA**—David D. Abbey Sr., Martha Kathrine Garcia (s), Michael Scafani, Robert W. Diamond, Shores P. Hunter.
36 **Oakland, CA**—Harry Orbin Davis.
42 **San Francisco, CA**—Rudolph Peter Delucchi.
43 **Hartford, CT**—Bruno Longhi, Edward Haley, Leslie K. Richardson.
46 **Sault, Ste Marie, MI**—Eugene Mayer.
47 **St. Louis, MO**—John Kalicak.
50 **Knoxville, TN**—Adrien O. McKinney, Charlie Lowery Jr., James McKinley Potter.
53 **White Plains, NY**—Doris E. Gatto (s).
54 **Chicago, IL**—Helen M. Alvin (s), Keith C. Cote.
55 **Denver, CO**—John A. Carson, Mary M. Dominguez (s).
61 **Kansas City, MO**—Antonie Jacob Kalcic, Ruth Margaret Vest (s), Wilbert O. Graybeal, William L. Rieser Jr.
63 **Bloomington, IL**—Max Eugene Roberts.
64 **Louisville, KY**—Charles Louis Pettermann, Robert L. Hunter Sr.
65 **Perth Amboy, NJ**—William Fedor.
66 **Olean, NY**—Jesse R. Blodgett.
69 **Canton, OH**—Etta Sands (s), Joseph E. Illuv, William Pagenkopf.
73 **St. Louis, MO**—Donald C. Ginder.
74 **Chattanooga, TN**—Alvin Jefferson McBryar.
76 **Hazelton, PA**—George J. Litavis.
80 **Chicago, IL**—Olav Hovland, Stanley Staniszewski.
85 **Rochester, NY**—George E. Benge.
87 **St. Paul, MN**—Gustav E. Forsberg, Victor E. Anderson.
89 **Mobile, AL**—Lawrence G. Purvis.
90 **Evansville, IN**—Frederick Nyhuise, William H. Simpson.
93 **Ottawa, Ont., CAN**—Jean Francoeur (s).
94 **Providence, RI**—Diane K. Sinapi (s), Edith L. Pearson (s), Joseph Hiday, Joseph Rioux.
98 **Spokane, WA**—Albert J. Koski, Frank G. Simonson Sr.
100 **Muskegon, MI**—Clarence Wolters.
101 **Baltimore, MD**—Clyde F. Hill, Frederick E. Heavel, Gordon M. Calvert, Lee E. Robey, William J. Nickoles.
105 **Cleveland, OH**—Lenvard Gaston.
106 **Des Moines, IO**—Arthur R. Anderson, Lyle W. Peterson, Olaf K. Romstad.
107 **Worcester, MA**—Frank Bien, Joseph Piuze.
114 **East Detroit, MI**—Walter Budzynowski.
118 **Detroit, MI**—Lawrence J. Cooper, Victor C. Diehl.
122 **Philadelphia, PA**—Roman Nakonieczny, Ruby M. Howard (s), Sarah Herbrick (s).
123 **Broward-County, FL**—Delmar L. Skirvin, Russell L. Gwynn.
125 **Miami, FL**—Florence Grace Nicchirco (s), Hermine Schott (s), Homer Morrow.
127 **Birmingham, AL**—Arnold E. Knox, Walter L. Steele, William C. Armstrong.
131 **Seattle, WA**—Albert E. Renninger, Dave Linden, George H. Hummel, Paul R. Henslee, Wayne A. Recor.
132 **Washington, DC**—Peter Banos, William H. Booth.
133 **Terre Haute, IN**—Alma H. Uselman (s).
135 **New York, NY**—Stephen Muslin.
140 **Tampa, FL**—Donna May Martin (s).
142 **Pittsburgh, PA**—Charles E. Ludwick, Charles R. Wright, Leslie R. Miller.
144 **Macon, GA**—Joe Almond McGowan.
161 **Kenosha, WI**—Lewis A. Kuypers.
162 **San Mateo, CA**—Karl Wilhelm Wischhusen, Robert D. Rehlich.
165 **Pittsburgh, PA**—Oliver W. Petrelli.
168 **Kansas City, KS**—Thomas R. Devault.
169 **East St. Louis, IL**—Harry Jones, Robert Lucien John Fayollat.
174 **Joliet, IL**—Charles Glagola.
180 **Vallejo, CA**—Clarence E. Tabeau, Forest E. Davis, Ollie R. Swearengin.
181 **Chicago, IL**—Harold Larsen, William J. Pinkowski.
183 **Peoria, IL**—Clarence White, Henry J. Trenchant, Nickolas A. Rieck.
188 **Yonkers, NY**—Alfonso Barharita.
195 **Peru, IL**—John M. Obermiller, William O. Mallie.
199 **Chicago, IL**—Nick Devo.
200 **Columbus, OH**—Ada E. Butler (s).
210 **Stamford, CT**—Herbert L. Spear.
211 **Pittsburgh, PA**—Albert A. Jasin, Sarah J. Brown (s).
218 **Boston, MA**—John R. Linardy, Joseph R. Saleme, Lyda G. Tuff (s), Robert A. Morton.
223 **Nashville, TN**—Emma C. Chase (s), Gladys Stephen Bryan (s), James W. Doyle, Roy Thomas Stover.
230 **Pittsburgh, PA**—Nickolas Kuzma.
232 **Fort Wayne, IN**—Edward Segerstrom.
246 **New York, NY**—Nathan Ellin, Nathan Smith.
255 **Bloomingburg, NY**—Angeline Leroy (s).
257 **New York, NY**—Anthony Riccadonna, Aron Biezel, George Turner, Knut Anderson.
262 **San Jose, CA**—William John Brown Jr.
267 **Dresden, OH**—Earl B. Drake, Emil Chorey.
268 **Sharon, PA**—Felix Thomas, Melvin Horsman.
272 **Chicago Hgt., IL**—Fred O. Cheever.
280 **Niagara-Gen. & Vic., NY**—John MacDonald.
296 **Brooklyn, NY**—Charles Romano, Magnus Kvanvik, Samuel Levine.
311 **Joplin, MO**—Charles B. Smith.
316 **San Jose, CA**—Aaron G. Birkemeier, Ervin Jack Holdren.
329 **Oklahoma City, OK**—Pauline J. Hilburn (s).
333 **New Kensington, PA**—Violet May McKay (s).
334 **Saginaw, MI**—Alvin J. Pressler, Paul C. Waibel.
338 **Seattle, WA**—William Vogue.
340 **Hagerstown, MD**—Gerald W. Shank.
344 **Waukesha, WI**—Charlotte M. Davies (s), Joseph S. Sharafinski.
347 **Mattoon-Charleston, IL**—Clarence A. Butcher, Claud C. Webster.
348 **New York, NY**—Austin V. Wood.
350 **New Rochelle, NY**—Joseph L. Andre.
354 **Gilroy, CA**—Jerry B. Hurt, Lyle A. Parks.
361 **Duluth, MN**—Carl D. Rothman, Frank M. Chmieleski, Meldon Parise.
363 **Elgin, IL**—George Petersen, Lester C. Ehlert, Marvin L. Nelson.
369 **N. Tonawanda, NY**—Emil M. Salczynski, Frank J. Wozniak.
370 **Albany, NY**—Joseph Maslott.
374 **Buffalo, NY**—Josephine Minneci (s), Salvatore V. Tripi.
377 **Alton, IL**—Christopher J. Drainer.
398 **Lewiston, ID**—Arthur Wildermuth.
407 **Lewiston, MA**—Cassandra B. Morrison (s).
429 **Arlington, TX**—Dorothy Larue (s), Pearle Grinstead.
433 **Belleville, IL**—Richard Weingardt.
434 **Chicago, IL**—Arnold J. Stick.
452 **Vancouver, BC, CAN**—John Allan Eliason, Judy Holly (s), Leif Andreas Strand.
454 **Philadelphia, PA**—Arthur J. Ward Sr., Roy H. Bright.
455 **Somerville, NJ**—Raymond J. Farley.
462 **Greensburg, PA**—Eugene Daerr.
470 **Tacoma, WA**—Dorothy Wickberg (s), Frank N. Stojack.
472 **Ashland, KY**—John P. Wells.
475 **Ashland, MA**—Theodore Gelinas.
476 **Clarksburg, WV**—Betty Lou Flanigan (s).
483 **San Francisco, CA**—Floyd E. Swift, Lucy Ann Marshall (s), Per Flodin.
492 **Reading, PA**—Casimir J. Kruk, Clifford T. Reifsnyder, George F. High, John S. Bialek, Thomas A. Gorney.
494 **Windsor, Ont., CAN**—Mike Dzsupin.
512 **Ann Arbor, MI**—Phoebe I. Johnson (s).
514 **Wilkes Barre, PA**—David Jones.
515 **Colo. Springs, CO**—Milton W. Brandt, Roy D. Muhlenburg.
522 **Durham, NC**—Leslie D. Jarman.
532 **Elmira, NY**—Charles O. Boynton, Geraldine V Smith (s), John J. Rusczak.
535 **Norwood, MA**—Edward F. Nolfi, Henry Anderson.
538 **Concord, NH**—William Reynolds.
546 **Vincennes, IN**—Roy Rainey.
562 **Everett, WA**—Charles W. Chambers, Luverne Charles Clark.
563 **Glendale, CA**—Eva Kurlinski (s), George B. Johnson.
573 **Baker, OR**—Wilbur Dinnick.
586 **Sacramento, CA**—Alvin E. Goble.
596 **St. Paul, MN**—George W. Schroeder, Meleta L. Debee (s).
599 **Hammond, IN**—Michael J. Einsele.
600 **Lehigh Valley, PA**—Andrew J. Temos, Joseph Frank Weber, Lionel G. Keller.
602 **St. Louis, MO**—Eugene G Beckmann.
603 **Ithaca, NY**—Jean Sanford Layaw (s).
604 **Morgantown, WV**—Robert H. Jones Jr.
615 **Peru, IN**—Charles E. Hicks, Jesse G. Butler.
616 **Chambersburg, PA**—Elza W Barton.
620 **Madison, NJ**—Norma E. Vitiello (s).
624 **Brockton, MA**—Murray C. Martin.
639 **Akron, OH**—Robert D. Saltsman, William R. James.
644 **Pekin, IL**—Delbert C. Singley, Leslie D. Harris.
646 **Rhinelander, WI**—John J. Jablonickey.
650 **Pomeroy, OH**—John D. Hardy.
654 **Chattanooga, TN**—William E. Spencer Jr.
665 **Amarillo, TX**—Clyde Phillips, Raymond D Horton, Robert L. Beltz.
678 **Dubuque, IA**—Marie Pearl Keller (s), Robert M Trentz.
690 **Little Rock, AR**—Juanita Marie Turner (s), Richard H. Wolke.
701 **Fresno, CA**—Earl R. James.
710 **Long Beach, CA**—David A. Rykena.
720 **Baton Rouge, LA**—Virgil Rainwater.
721 **Los Angeles, CA**—Fayne H. Franklin, Melvin H. Strandt, Philetus B. Somerlott, Robert Camu.
735 **Mansfield, OH**—John Gallik, Marshall G. Baughman.
739 **Cincinnati, OH**—Francis A. Miller.
740 **New York, NY**—Daniel Harvey, Everett J. Ammerman.
742 **Decatur, IL**—Raymond Sanders.
743 **Bakersfield, CA**—Oscar Hammond, Roy Leo Lock, William E. Pickett.
745 **Honolulu, HI**—Eddie Lara Jr., Nathaniel Molina, Thomas Takahashi.
747 **Oswego, NY**—Fay H. Cliff.
758 **Indianapolis, IN**—Andrew Niebrugge.
764 **Shreveport, LA**—Skirling Joseph Guillot, William L. Hughes.
769 **Pasadena, CA**—Paul E. Parker.
771 **Watsonville, CA**—Ruby Compton (s).
772 **Clinton, IA**—Raymond L. Miller.
777 **Harrisonville, MO**—Edgar George Sircy, Glenn Waltzon Shaw.
780 **Astoria, OR**—John G. Yuill.
783 **Sioux Falls, SD**—Irving Getman.
804 **Wisconsin Rapids, WI**—Norman Bubolz.
815 **Beverly, MA**—Wendell Lufkin.
832 **Beatrice, NE**—Eldo J. Diedrichs.
836 **Janesville, WI**—Lyle Elden Dix.
857 **Tucson, AZ**—Frank Larriva, Gilbert Edgar Lindsey, Joseph Fite, Orville, L. Neville.
873 **Cincinnati, OH**—Milford Bollinger.
899 **Parkersburg, WV**—Benson Carl Reynolds.
902 **Brooklyn, NY**—Amy Dickson (s), Gus Andersen.
916 **Aurora, IL**—Thomas E. Todd.
930 **St. Cloud, MN**—John A. Hellberg.
933 **Hermiston, OR**—Michael D. Fiscus.
944 **San Bernardino, CA**—Frank M. Miller, Gilbert E. Halterman.
971 **Reno, NV**—Richard Boyd Downing.
976 **Marion, OH**—Douglas Harris.
978 **Springfield, MO**—Florice M. Ellis (s).
1005 **Merrillville, IN**—Oscar Dayton Fitzgerald.
1006 **New Brunswich, NJ**—Marvin E. Suydam, Pasquale Genito, Steve Siro.
1007 **Niagara Falls, Ont., CAN**—Marcel Grimard.
1008 **Louisiana, MO**—William A. Bolomey.
1010 **Uniontown, PA**—James A. Clingan.
1027 **Chicago, IL**—A. B. Baugh, Andrei Stanoevici, Charle J. Polcer, Frank Brabenec, James C. Pakosta, John Frank Zaraza.
1029 **Peru, IN**—Elden C. Snyder.
1042 **Plattsburgh, NY**—Erwin T. Higgins.
1043 **Gary, IN**—Katherine Pavlench (s).
1046 **Palm Springs, CA**—Addie Mary Zaloudek (s).
1050 **Philadelphia, PA**—Edward Flynn Jr., John W. Gardner.
1062 **Santa Barbara, CA**—Arthur J. Spiller.
1073 **Philadelphia, PA**—Kenneth N. Willett.
1074 **Eua Claire, WI**—Thomas H. Larson.
1091 **Bismarck Mandn, ND**—Bonnie Ibach (s), Sharon Leach.
1097 **Longview, TX**—Helen Alda Davis (s).
1098 **Baton Rouge, LA**—Joseph H. Patin.
1102 **Detroit, MI**—George D. Nacy Jr., Harold Dean Ewing, Leon E. Roberts.
1104 **Tyler, TX**—John Gary Arnett, Richard Leon Parker.
1136 **Kettle Falls, WA**—Kelsey Wildman.
1138 **Toledo, OH**—Ida Mary Bode (s).
1140 **San Pedro, CA**—Clarence Twining, George C. Battung, Wade Allen Sanchez.
1143 **Lacrosse, WI**—Mynard H. Stavlo.
1147 **Roseville, CA**—John B. Dekoning.
1148 **Olympia, WA**—Lloyd W. Aukerman.
1160 **Pittsburgh, PA**—Anthony Grzegorczyk, Robert J. Dinger.
1164 **New York, NY**—Richard Sposato.
1176 **Fargo, ND**—Rueben A. Cole.
1185 **Chicago, IL**—David J. Kaminsky.
1216 **Mesa, AZ**—Wesley G. Wade.
1222 **Medford, NY**—Calvin Overton.
1227 **Ironwood, MI**—August E. Lindberg, John G. Hill.
1235 **Modesto, CA**—Lonnie C. Baughman.
1245 **Carlsbad, NM**—Archie T Rogers, Edgar F. Ham, Ira C. Waldrop.
1266 **Austin, TX**—Denvy Harding Jackson, Eva F. Burke (s), Leon H. Neidig.
1281 **Anchorage, AK**—Everette W. Ables, George W. Elgee.
1292 **Huntington, NY**—John Asimake.
1296 **San Diego, CA**—Martin F. Melchert.
1307 **Evanston, IL**—Mark Tymon.
1310 **St. Louis, MO**—John George Braun, William Vierrether Jr.
1319 **Albuquerque, NM**—Joseph Alvin Dingman.
1323 **Monterey, CA**—Alice J. Davis (s), Virgil H. Baker.
1325 **Edmonton, Alta, CAN**—Harry Allan Syrnyk.
1342 **Irvington, NJ**—John C. Lloyd, Victor Malanga.

IN MEMORIAM

Continued from Page 37

1346 **Vernon, BC. CAN**—Herbert Frederick Carl Kranz.
1359 **Toledo, OH**—Frederick L. Holmes, Herbert McKinley.
1363 **Oshkosh, WI**—August Hernandez.
1365 **Cleveland, OH**—Steve F. Obodzinski, Walter J. Wojtowicz.
1382 **Rochester, MN**—Henry Baas Jr.
1386 **Providence of New Brunswick**—Alphaeus Nurse, James A. Martin.
1396 **Golden, CO**—Mildred A. James (s).
1397 **North Hempstad, NY**—Anna Wutz (s), Michael Skaar, Samuel Wall.
1407 **San Pedro, CA**—Zennith Louise Patterson (s).
1408 **Redwood City, CA**—Herbert M. Senger, Martha R. Paldi (s).
1411 **Salem, OR**—Andrew A. Roggenback.
1418 **Lodi, CA**—Ethel Jean Pereyda (s), Eugene M. Wood.
1423 **Corpus Christie, TX**—Calixto C. Castillo, Frank D. Henrichson.
1428 **Midland, TX**—Jarrell W. Felps.
1437 **Compton, CA**—Erick A. Carlson.
1449 **Lansing, MI**—Alvina R. Hester (s).
1453 **Huntington Bch, CA**—Genevieve K. Espeseth (s).
1456 **New York, NY**—John McQuilkin, William N. Pettigrew.
1469 **Charlotte, NC**—James Arthur Frazier, Robert Earl Sawyer Sr.
1471 **Jackson, MS**—Elvin Walter Whittington, John D. Rowley.
1478 **Redondo, CA**—Orville Woodruff.
1486 **Auburn, CA**—Ercie O. Woodrich.
1497 **E Los Angeles, CA**—John A. Prentice.
1507 **El Monte, CA**—Lawrence Needham.
1529 **Kansas City, KS**—Terrance M. Dyche.
1536 **New York, NY**—Edwin Van Glahn.
1539 **Chicago, IL**—Alfred C. Dahms.
1564 **Casper, WY**—Danice G. Chaffin.
1571 **East San Diego, CA**—Roy R. Rose.
1581 **Napoleon, OH**—Marguerite O. Vogelsong (s).
1586 **Sydney, NS, CAN**—Muriel G. Burns (s), Violet Slade (s).
1590 **Washington, DC**—Harvey E. Bryant.
1595 **Montgomery County, PA**—Mary Susan Gambone (s), Robert W. Otterbein.
1596 **St. Louis, MO**—Gerhard H. Drescher.
1607 **Los Angeles, CA**—Alfred Docton, Alice A. Eubanks (s), Margaret Ann Reeves (s).
1622 **Hayward, CA**—Donald L. Burton, Ulys J. C. Curtis, William G. Ylimaki.
1669 **Ft. William, Ont., CAN**—Edward Laaksonen, Ove Haglund.
1685 **Melbourne-Daytona Beach, FL**—22.
1749 **Anniston, AL**—Elmer A. Knight.
1765 **Orlando, FL**—Everette F. Gilbert.
1778 **Columbia, SC**—George B. Crews.
1780 **Las Vegas, NV**—Jewel P. Bolles.
1797 **Renton, WA**—Lyman L. Vanderpool, Verna G. Nelson (s).
1811 **Monroe, LA**—Ercell Wood Evans, Glen E. Hazlewood.
1832 **Escanaba, MI**—Leona L. Nolde (s).
1836 **Russellville, AR**—Stark Road Roach.
1844 **Clouquet, MN**—Harold Oliver Pohjola.
1845 **Snoqualmie, WA**—Donald N. Willing.
1846 **New Orleans, LA**—Ernest Watts, John A. Wiltz, Norton A. Gerard.
1847 **St. Paul, MN**—Vernon M. Hessler.
1849 **Pasco, WA**—Cecil Clifton Hill.
1884 **Lubbock, TX**—Alton W. Kiser, Jim E. Gary.
1913 **Van Nuys, CA**—Ernest Carl Hufford, Harold Gene Sivelle.
1921 **Hempstead, NY**—Michelle A. Ohalloran (s).
1931 **New Orleans, LA**—Oneal A. Robin.
1971 **Temple, TX**—Mattie Lea Mitchell (s).
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2028 **Grand Forks, ND**—Gilman Bakken.
2037 **Adrian, MI**—Hilma Lillian Fauver (s).
2046 **Martinez, CA**—Charles H. Whisler, Gaetano S. Balistreri, Mary Frances Burrows (s), Michael J. Biersdorff, Wilfred Stone.
2067 **Medford, OR**—Howard Leonard Wells.
2071 **Bellingham, WA**—Newman Nixon Fulbright.
2093 **Phoenix, AZ**—Helen M. Durnavich (s), William B. Clark.
2168 **Boston, MA**—Louis J. Camillo.
2203 **Anaheim, CA**—Edwin J. Tilson, Robert G. Gulman.
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2431 **Long Beach, CA**—Terumasa Murakami.
2435 **Inglewood, CA**—Lawrence F. Boll.
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2486 **Sudbury, Ont., CA**—Lionel Lafleur.
2528 **Rainelle, WV**—Janet L. Walters (s).
2559 **San Francisco, CA**—Harold Grand.
2600 **San Diego, CA**—Alice Margaret Pena (s).
2608 **Redding, CA**—Carrie I. Bernheisel (s).
2633 **Tacoma, WA**—Weldon Barrett.
2652 **Standard, CA**—Albra L. Glasgow.
2687 **Auburn, CA**—Ruie Lena Olson (s).
2714 **Dallas, OR**—Arthur August May.
2739 **Yakima, WA**—Rudolph L. Jensen, Theodora Ilee Scott (s).
2750 **Springfield, OR**—Clifford W. Skeels.
2787 **Springfield, OR**—Stanley Raymond Senchina Jr.
2817 **Quebec, Que., CAN**—Leonce Goyette.
2902 **Burns, OR**—Gilbert Shephered, Jeraldyne Joye Hogan (s), William Idris Jones.
2942 **Albany, OR**—Helen Gertrude Renken (s).
2949 **Roseburg, OR**—Francis M. McNeese, Wilbur R. Thompson.
3038 **Bonner, MT**—Harry Keenan.
3054 **London, Ont., CAN**—Adrian Jacobus Steyn.
7000 **Province of Quebec Lcl. 134-2**—Georges Arnold, Medard Lecuyer.

OVERALLS

Continued from Page 23

pockets, rule and pencil pockets, hammer loop and button fly are features included in this pair. Out of the *Shopper* they price at $21.95, and they're Union made. (To order a free copy of *The Union Label Shopper*, see the article which follows.)

Randy Quiring, one of our Canadian members, says he has worn GWG overalls for years. Unfortunately, they are becoming "museum pieces because most carpenters are wearing leather pouches." While trying to find an address for the company, all Brother Quiring could find was Great West Garments, Edmonton, Alberta, Canada. The cost of the overalls is approximately $50.

According to Mrs. David Pettigrew, her husband swears by Carhart. Brother Lettigrew is in construction and feels this brand hold up the best. Their overalls have a high back, tool pockets, hammer loops, reinforced back pockets. They can be ordered from Gander Mountain Inc., P.O. Box 248, Wilmot, Wis., 53192-0248. The cost is $32.99 plus shipping and handling. Mrs. Lettigrew says this catalog also has a good variety of work clothes and "terrific boots!"

Dwayne West of Local 642, Richmond, Calif., says the Carhart brand is the best around. He has worn the brand for 10 years and will buy nothing else.

Along with suggested overall brands, we received care instructions from Harry Joughin of Ocean Grove, N.J. He was disturbed that his overalls were falling apart only after one month's wear. While working on the construction of a new store, he asked a clerk in the thread section if companies were treating the thread before they made the products. Although the clerk didn't have an answer to Joughin's question, he did have a suggestion on how to make the overalls last longer. He was instructed to use extra amounts of fabric softener and warm water when he washed the overalls. Joughin's recommendation for overall care is: Wash new overalls (never wear them before they are washed) in warm water, with a cup or lid of fabric softener and a like amount of detergent. Add an extra cup of fabric softener in the warm rinse water. Air dry (don't put them in the dryer) preferably outside. He works with two pair of overalls at all times; a pair he is wearing and a pair being washed. Since he is a floor coverer, the knees of his overalls wear out first. To solve this problem, Joughin covers the knee area with Vicrotex or some other heavy wall covering material using contact adhesive.

We appreciate the responses we received. Hopefully this information will help not only Brother Albritton, but the rest of our members who might be having the same trouble.

Label Shopper at new location

The Union Label Shopper, a catalog purchasing program instituted by the American Union Shopper Corporation of Fairfield, Iowa, is under new management.

The program now belongs to and is under the direction of TOPCO, a union organization of long standing. TOPCO is known for its quality line of union-made caps, T-shirts, jackets and other sportswear, and its dependability and reliability in expediting shipments.

Jim Lappen, owner, is committed to continue the "shopper" and honor all orders. He is enthusiastic about expanding his operation and has a new catalog published and ready for mailing.

The new address and telephone number is: Union Label Shopper, 2531 North Dirksen Parkway, Springfield, Illinois 62702, Phone: 217/528-6876.

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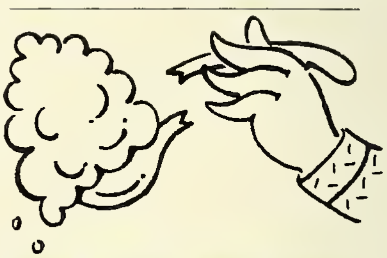

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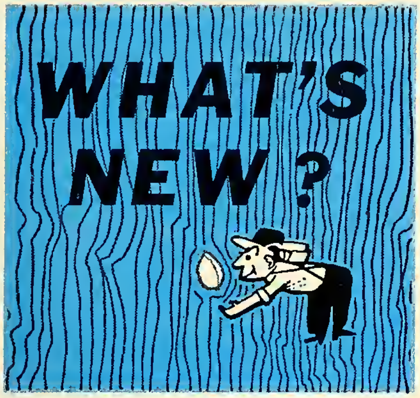
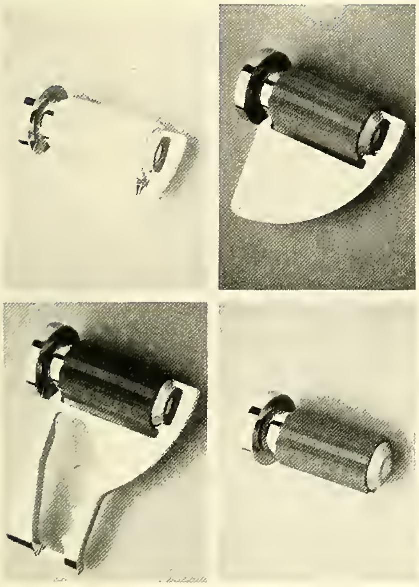


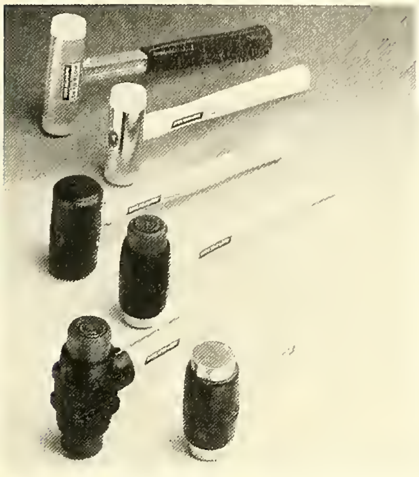
HANDLES FOR DISABLED



Valli & Colombo (USA, Inc.) has introduced designer door handles for a variety of hand dsyfunctions. The handles are designed with a basic shape for disabled people, with variations for dystonic, spastic and ataxic hands. Clockwise, from top left: H157 is developed for dystonic hands that have impaired strength; H158 is designed for spastic hands that have convulsions or muscular contractions; H159 is geared for ataxic hands which lack motor coordination and precision; H156 is for those hands that have light or large grips.

Valli & Colombo is an international leader in designer door and window handles, cabinet hardware and coordinated accessories. Further information on the Desipro handles and the entire Valli & Colombo catalog is available by contacting Valli & Colombo (USA), Inc., Duarte, Calif., at (800) 423-7161 or 818/359-2569.

SOFT-FACE HAMMERS



A line of soft-face hammers that incorporates 40 different styles and sizes of tools has been introduced by Vaughan & Bushnell Mfg. Co. The line includes copper-face hammers, rawhide hammers and mallets, dead-blow hammers, nylon-face hammers and a new design in split-head hammers.

Soft face hammers are used extensively by tool makers, sheet metal workers and in general manufacturing where it is necessary to deliver heavy blows without marrying the struck surface. The lighter mallets find applications around the home in model building and wood joinery.

Vaughan's new line encompasses a range of tools from 3 oz. mallets to 7½ lb. hammers. Only the highest quality seasoned and compressed rawhide is used, and copper-face hammers feature pure electrolytic copper faces. Dead-blow hammers utilize a shot-filled head to dampen rebound. With the exception of the rawhide mallets, all of these new tools utilize easily-replaceable faces to extend their service life.

For literature and prices contact Vaughan & Bushnell Mfg. Co., 11414 Maple Ave., Hebron, IL 60034. Call toll-free 1 800 435-6000 (1 815 648-2446 in Illinois).

WOMEN'S EYEWEAR

Rally Products, Londonderry, NH, recently announced the introduction of its Style 820 women's fashion safety frame. Representing the latest innovations in protective eyewear, the 820 is available with snap on or permanently attached side shields.

The 820 is available in three colors and in two eye sizes. The product meets ANSI Z87.1 standards.

Rally Products is a manufacturer of protective eyewear for industrial, commercial and general consumer applications. More information on the Style 820 as well as new catalogs, price lists and colorful wall charts of frame styles are available from the Customer Service Office, Rally Products, Ltd., Hillside Avenue, Londonderry, NH 03053, (603) 434-2123.

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Formulating policy with and without modern technology

Local union meetings, seminars, head-to-head discussions do the job

One of the great difficulties of an international labor union today—and of any democratic organization or government, for that matter—is the problem of formulating policy . . . getting the message to the membership and getting feedback, so that policies can be established and carried out.

We're bombarded with television, computer printouts, satellite transmissions and telecommunications. Any politician capable of getting elected and reelected realizes the lesson learned in the Nixon-Kennedy Presidential debates of 1960—television is indeed a devastating tool with which to create image. In the 27 years since that event, the art of packaging ideas and people and influencing public opinion has almost become a science.

Computer technology, which has grown in monster proportions during the past decade, has enabled advertisers and promoters to take your name and address and twist them into apparently personalized letters.

"Dear Joe Blow: You have been selected as one of the possible prize winners of a new automobile in your neighborhood," if you'll just sign up for a luxury cabin in the Swiss Chalet Highlands . . . and so on and so on . . . It comes in every day's mail.

What's so irritating about the flood of information and misinformation bombarding us each day is the fact that we must compete with it at every turn. This magazine which you are reading is sent to you by what the Postal Service calls "third class mail." This is cheaper for us than second class mail, which was set up originally for magazines and newspapers, and the *Carpenter* gets to you just as quickly. Also, our third class permit allows us, for 30¢ each, to get address corrections from your local postoffice. However, third class mail is what we used to call "junk mail." It includes circulars, department store advertisements, Reader's Digest promotions and almost everything that doesn't fall under personal letters and periodicals. Your union magazine wants to be read, and, if you're not attending local union meetings, it's the only way you'll find out what's going on.

Which brings me to my main point in this January message—the next to last message I will prepare as your general president, incidentally. If you saw the announcement on Page 3 of this issue of *Carpenter*, you know that I will be retiring next month. I expect to wrap up my final thoughts as your general president in the February issue.

My point is this: Your union, like it or not, is your closest friend on the job . . . if it's a union job. It will consider and file your grievance. It will work to eliminate work hazards and bargain for better wages and working conditions. When you get right down to it, it's your bread and butter and the livelihood of you and your loved ones.

If there's a choice between a television melodrama or a game of pool at the local tavern or attending the monthly union meeting, I urge you to choose the latter. You may be just the gusto your local union needs to do its work effectively.

Now I'm not kidding anybody. I've been to hundreds of local and council union meetings, and some of them can be awfully dull. So is sitting in a doctor's outer office or waiting in a supermarket line or burning up gasoline in heavy traffic . . . but you do it, because you know it's all going to get you somewhere. You're going to accomplish something.

I'll say this to you: Round up some of your union buddies and get them to a union meeting. You'll accomplish something worthwhile, even if it's just causing the recording secretary to start counting heads and making detailed notes.

I am particularly happy that we have just completed our 1987 series of regional seminars for your fulltime officers and business agents. With only a few exceptions, every fulltime UBC officer and business agent in a construction local in the United States and Canada attended one of these weeklong seminars. They attended workshops, asked questions, got the latest information.

There is no substitute for this head-to-head discussion of issues which concern you and your trade. If your business agent doesn't have the answer to your particular problem, he now knows how and where to get an answer. The lines to his or her district or state or provincial council, to his or her district board member and to the General Office in Washington are not cluttered with all this nonessential stuff in your mailbox. These lines are talking union and they're usually talking dollars and sense.

I was reading a newsletter from a Texas congressman the other day. He was suggesting that "our country today is becoming a foundering giant, unable to set national policy, unable to implement policy goals, and consequently severely lacking in realistic achievement."

He has a point. We often find ourselves bogged down awaiting decisions from the National Labor Relations Board or floundering through the courts on some legal issue which should never have gone to the courts in the first place.

This Texas congressman I was quoting also has this to say: "Our government itself, by sheer size and complication, generates confusion. Both the legislative and executive branches have become giant bureaucratic monsters, controlled by staff empires that shape policy to a much greater degree than the President or the individual members of the House and Senate. It is a well-known fact in this town that the palace guard is much more influential than the man himself, regardless of who is in power."

I guess I could draw parallels in our own union. We've had to go into data processing, computers, telecommunications and all the rest . . . just to keep up with modern communications and technology.

But I hope the day never comes when some robot starts telling us what to do in collective bargaining. I'd hate to see the buck eventually stop at some massive machine.

We are a union of craft and industrial workers with a common cause. We come from many diverse backgrounds. Our needs vary to some extent, but we share common goals, human goals and not machine goals.

I am reminded of the Wall Street collapse, last October. Some of that financial disaster was said to have been caused by computers in brokerage houses all over the world, which were working without human control. These wizard machines were fed all kinds of financial data about companies, conglomerates and multinational corporations and they were instructed to give advice on when to buy stock and when to sell stock. When wires got crossed and odd things happened on the stock exchange floors, they almost went berserk. Without human guidance, they began unloading stocks. It didn't stop until Dow Jones and cool heads took over.

May this never happen to us. We are a union of people. Our greatest resource is the human intellect and the human emotion we use to make our decisions. To me, the thoughts and ambitions of individual members arriving at a consensus is the wellspring of union democracy.

That's why I say, fellow union member, that you should join with the more than 600,000 other members of our organization and help to formulate the policies which will see us through the year 1988 and the many, many years to come.

May you and yours have a happy and prosperous new year.

Patrick J Campbell

PATRICK J. CAMPBELL
General President

THE CARPENTER
101 Constitution Ave., N.W.
Washington, D.C. 20001

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February 1988

CARPENTER

United Brotherhood of Carpenters & Joiners of America Founded 1881

Retiring General President Campbell, Incoming President Lucassen

I, Sigurd Lucassen, do solemnly and sincerely pledge my honor as a man—in the presence of the members of this Order here assembled—to perform the duties of my office as prescribed in the Constitution and Laws—and unless prevented by sickness or some unavoidable accident—that I will deliver to my successor in office all books, papers and other property of the United Brotherhood that may be in my possession at the close of my official term. All of this I most sincerely promise, with a full knowledge that to violate this pledge is to stamp me as a man devoid of principle and destitute of honor, only worthy of the scorn and contempt of my fellow men.

—The oath of office taken by the new general president of the United Brotherhood. A similar oath is taken by all general, local or district officers of the United Brotherhood of Carpenters and Joiners of America.

OFFICIAL INFORMATION

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Secretaries, Please Note

In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of The Carpenter.

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CARPENTER

ISSN 0008–6843

VOLUME 108 No. 2 FEBRUARY 1988

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Sigurd Lucassen became general president of the United Brotherhood of Carpenters and Joiners of America, this month. He succeeds Patrick J. Campbell, who has served as general president since November, 1982.

In a quiet and symbolic ceremony in the general president's office, Campbell turned over a gavel of leadership to his successor.

The Constitution and Laws of the United Brotherhood provides for the orderly succession of president and first vice president. When either office is vacated by retirement or death between conventions, the next in line moves up. In turn, the second general vice president becomes first vice president, and a member is selected to fill the vacancy in the second vice presidency until the next general convention.

Lucassen is the 19th general president in the United Brotherhood's 106-year history. Gabriel Edmonston of Washington, D.C., was the first president, elected at the UBC's founding convention in 1881. There was a steady succession of presidents until the beginning of the 20th Century—11 in 19 years—as the organization met annually to establish itself. William D. Huber became president in 1899 and served until 1913; he was followed by James Kirby for two years.

The longest tenure as general president was served by William Hutcheson. "Big Bill", as he was called by many members, served from 1915 to 1952, when he was succeeded by his son, Maurice A. Hutcheson, who was president for 20 years, retiring in 1972.

For more than a century, the UBC has been blessed with a sequence of leaders dedicated to the causes of workers and organized labor.—*Photograph by Federici, Affiliated Graphics.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

General President Campbell retires; Sig Lucassen succeeds to top office

Patrick J. Campbell, general president of the United Brotherhood of Carpenters and Joiners of America for the past five years and a member of the UBC for 42 years, retired February 1.

Under provisions of the UBC's constitution and laws, Sigurd Lucassen, first general vice president, assumes the Brotherhood's highest office. At the same time, John Pruitt, second general vice president, becomes first general vice president, The naming of a new second general vice president will take place at a future meeting of the UBC's general executive board.

Campbell, 69, assumed the highest office in the UBC on November 1, 1982, following the retirement of William Konyha. A native of New York, Campbell joined Carpenters Local 964, Rockland County, N.Y., in 1945 after his discharge from four years of military service during World War II with the Air Force in the Pacific.

After a decade of active work with his local union and council, he was appointed by General President Maurice Hutcheson as an international organizer, and he moved to the General Office in Washington, D.C., in 1966 as assistant to the general president.

When President Campbell took office in 1982 he called upon all members, their families and relatives to "join in my quest to move forward and not to rest on our past laurels . . ."

"We are in very bad times," he said, "with high unemployment—a time of attack by foes such as the open shoppers, the Associated Builders and Contractors and groups pushing antiunion legislation nationally,

Retired General President Campbell speaking to a legislative conference of the AFL-CIO Building and Construction Trades Department. Campbell consistently fought for reform of America's labor laws during his tenure as an international officer.

Campbell with two general presidents emeriti of the United Brotherhood, as they shared the platform at the 1987 UBC convention in Toronto. At left, General President Emeritus William Konyha and, at right, General President Emeritus William Sidell.

in the states and in municipalities."

The early 1980s were, indeed, bad times for much of organized labor. High unemployment, an unbalanced and growing trade deficit and other factors made life difficult for many union members. Campbell instigated aggressive campaigns against anti-union elements in the forest products industry. He called to task the corporate leaders of American Express because of their non-union construction, and he made the UBC's special programs an integral part of the union activity.

The first retiree clubs were chartered during his tenure. The apprenticeship and training department tightened and strengthened its administrative structure. Operation Turnaround, the Brotherhood's efforts to work with management and the public to improve their common lot was expanded. The UBC's work in the industrial sector increased. It has been a busy five years of work.

Sigurd Lucassen, 60, a 35-year member of the union, is a resident of Red Bank, N.J., and a member of Carpenters Local 2250 of the community. He served as business representative of his local union until 1963 when he was elected to the general executive board of the New Jersey State Council of Carpenters. He became president of the state council in 1975.

Three years earlier, he had been appointed a general representative of the UBC, and in 1978 he was elected to the Carpenters general executive board, representing the UBC's District 2.

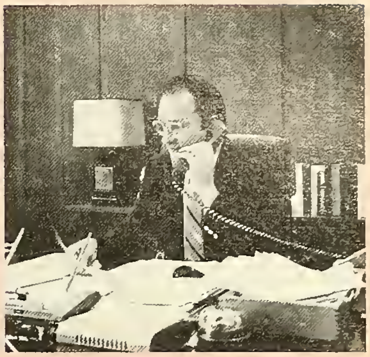
A native of Brooklyn, N.Y., and the son of Norwegian immigrants, Lucassen grew up in a strong union environment. His father was a member of Carpenters Local 1162, College Point, N.Y., and his mother retired at age 82 after many years as a member of the International Ladies' Garment Workers Union. Lucassen's son is a member of Local 2250; his daughter Carol is married to a business agent of the Laborers' local union in New Jersey.

The new General President

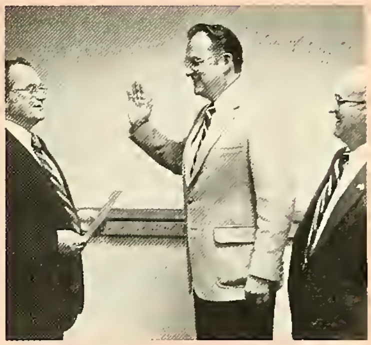
Sigurd Lucassen acknowledging applause at a testimonial dinner honoring him in his home state of New Jersey.

Lucassen sharing the platform with U.S. Senator Paul Simon of Illinois, now a Presidential candidate, and Howard Samuel, president of the AFL-CIO Industrial Union Department.

Above, Lucassen with fellow delegates to a labor gathering. Pictured at right, with General President Campbell and an officer of the Millwright Contractors Association.

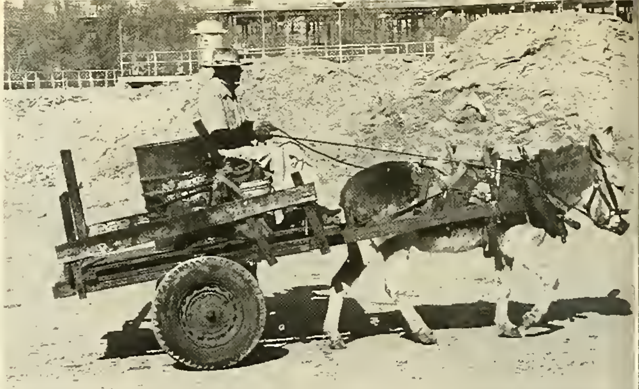


As first general vice president, above, Lucassen was in charge of apprenticeship and training, union label promotion and other international work.



Lucassen as he was sworn in as a member of the board of the AFL-CIO Union Label and Service Trades Department by department president James Hatfield.

Left, in a platform discussion with General President Emeritus Bill Konyha during a general convention of the UBC.



High-tech glimmer of American-owned assembly plants in Juarez, Mexico, contrasts sharply with the stark poverty just outside the barbed-wire topped fences of the maquiladora complex. The desire of families to escape to a better way of life fuels the continuing supply of workers—mainly young women—who toil for wages as low as 53 cents an hour. Many major U.S. corporations have built plants at the government-subsidized sites, eliminating hundreds of thousands of U.S. jobs. Photographs by Carmen Delle Donne for IUE News

Poverty and profiteers fuel maquiladora system

Young women ranging in age from 14 to 25, working nine-hour days in plants where safety is uniformly ignored, earning as little as 53 cents an hour and denied the benefit of unions—that's the profile of the workforce in Mexico's profitable maquiladora complex that has sprung up just across the Rio Grande River.

This dismal picture emerges from the first-hand observations of Carmen Delle Donne, who visited the booming maquiladoras in Juarez and returned to write about it for the *IUE News*, the official publication of the Electronic Workers.

Delle Donne describes the maquila workforce this way:

"These are the youngsters who have taken the jobs that used to provide a decent living for thousands of industrial workers in the United States—jobs at American companies which during the past 20 years have abandoned American communities and workers for low wages and higher profits along the northern border in Mexico."

The IUE reporter was barred from visiting the plants by employers who don't want the outside world to see their operations and by government officials whose concern appears to lie less in the welfare of Mexico's workers

Jobs of American workers wiped out as multinational firms seek lowest wages

than in the multi billion dollar foreign trade surplus these U.S. runaways produce each year.

Mexican law requires that unless youngsters are at least 16 years old, they must get their parents' permission to take a job. In a region riddled with poverty, families often succumb to the lure of a few more dollars a week to help keep a roof over their heads and some food on the table.

UNDER-AGE WORKERS

But when parental permission is withheld, many 14-year-old girls alter their birth certificates or borrow identification from a friend. Some do it because they're ashamed to return to school after failing classes. Others are unwed mothers obliged to work to support their babies. Many of the rest enter the workforce simply out of what one of them described to Delle Donne as "curiosity."

In any event, both the government and the employers turn a blind and uncaring eye to the growing practice of child labor in general and the exploitation of young women in particular.

The scheme to lure American assembly plants across the Rio Grande began in the late 1960s to create employment for Mexican males along the border. The cancellation of the American bracero agricultural program—which had employed large numbers of Mexican nationals—left as many as 50% of these men jobless.

But while the strategy to boost the business climate in Mexico succeeded, the maquilas didn't absorb the unemployed male population. Instead, the American-owned companies turned to a workforce that is at least 70% female.

The plant managers claimed that they did so because women have "greater manual dexterity" than men. But, Delle Donne found out, the basic reason was that women are "more docile"—another way of saying that they accept menial tasks without complaining and are more easily dissuaded from joining unions. And they endure hazardous workplace conditions because the government doesn't enforce on-the-job safety protections.

"People are forced to work in the plants," one worker told the IUE reporter. "But they are not very happy."

What happened to the men who were supposed to get jobs to replace those lost when the bracero program shut down?

Some of them are idle, others have taken temporary employment, but the vast majority have slipped across the border as undocumented workers that American agribusiness attracted over the years.

AMERICAN JOBS LOST

The maquiladoras have caused enormous job losses in the United States. But they haven't helped lift Mexican workers out of poverty. Nor are the jobs secure, as a quarter of the workforce found out during the 1974–75 recession. Some plants closed while others weathered the storm with cutbacks, layoffs and shorter hours.

Beyond that, expert observers are concerned that, one day soon, they'll pull up stakes and move on to even less developed nations where wage scales are still lower than in Mexico.

That's the view of Guillermina Valdes-Villalva, founder and director of the Center for Working Women in Juarez, who insists that the maquiladoras are a "temporary" phenomenon and that they've survived this long only because of government concessions granted to meet that country's deep economic crisis.

A student of the economic and sociological impact of the maquilas for more than a decade, Valdes-Villalva said:

"Already studies are being made in the English-speaking Caribbean, in Africa and in China as to where they're

Continued on Page 38

A broad array of modern factories and industrial plants line the streets of Mexican border towns, with familiar American trade names on display.

How about a few kilos of tortillas each week or a few kilos of frijoles?

American operators of plants in the maquiladora complex in Mexico are getting some advice on how to keep low-paid workers content on a scant $2.52 a day.

That's what sweatshop paychecks average for the 300,000 maquila workers—most of them women and girls—even after a 25% boost in the minimum wage that took effect in October.

According to *Twin Plant News*—a monthly magazine based in El Paso, Texas, that extols the virtues of moving U.S. assembly operations across the border to minimize payroll costs and maximize profits—"there are ways to keep the minimum wage people at minimum wage."

Among the big-hearted suggestions offered by the magazine are such items as "free or subsidized lunches" and assistance with transportation costs. And, *Twin Plant News* asks, "How about a free kilo of tortillas each week or a few kilos of frijoles?"

What's more, it says, with winter on its way, employees of the U.S. parent corporation could "clean out their closets of those items they'll never get into again," and send the hand-me-downs to the Mexican plant for distribution "where it will do the most good."

"Remember," the article continues, "many of the homes (on the Mexican side of the border) are poorly heated, if heated at all, and warm clothing and blankets feel good on those cold nights."

The magazine also had a suggestion for Mexico's maquila associations that play such an active role in luring American plants south of the border: "Undertake the collection of clothing and food for distribution" to needy workers.

It hardly poor-mouths the Mexican maquila associations. After all, it conceded, "they sponsor our annual trip to Acapulco or Puerta Vallarta."

So while American corporate executives loll on the sunny beaches favored by the jet-setters, the magazine said, they should keep this thought in mind about their minimum-wage workers: "They will appreciate anything you can do above and beyond the normal governmental increase."

Washington Report

NEW LABOR SECRETARY

In December the Senate voted 94–0 to make Ann Dore McLaughlin the Reagan administration's third Secretary of Labor in the past seven years.

McLaughlin, 46, earlier had easily won unanimous approval of the Senate Labor and Human Resources Committee, following a low-key one-hour hearing during which she said she would concentrate on a review of the Labor Department's enforcement responsibilities; support for cooperative government, labor, and management efforts on workplace issues and promoting education and training.

A public relations executive who served as an assistant secretary of the treasury and undersecretary of the interior in the past six years, McLaughlin said she plans to compensate for her lack of expertise in labor areas by seeking the counsel of members of Congress, union and business leaders and academics.

McLaughlin said she would follow her predecessor William E. Brock, who left to run the presidential campaign of Senator Robert E. Dole (R-Kan.), in seeking solutions to employment and workplace problems, like child care, in the private sector.

AGING WORKERS CONFERENCE

By the year 2000, the number of Americans over the age of 50 will have increased by 14 million over current population figures. This shift in social demographics raises major implications for work in America; for employers, unions and labor-management relations practices; and for public policies on retirement and health care.

The U.S. Department of Labor's Bureau of Labor-Management Relations and Cooperative Programs and Wayne State University will cosponsor a national conference focusing on an aging population and work force and present an agenda for action on March 10–11, 1988, at the Westin Hotel in the Renaissance Center in Detroit.

Among the issues to be discussed will be demographic trends in the labor force, retirement and income security policies, education, retraining, and job mobility, age discrimination, health care for older workers and retirees, and new directions in labor-management relations.

ACTION ON LABOR TREATIES

At the urging of Sen. Daniel Patrick Moynihan (D-N.Y.), the Senate Foreign Relations Committee passed two treaties of the International Labor Organization regarding labor consultations and the safety of merchant seamen.

The ILO, an agency of the United Nations with 150 member states, examines labor conditions and establishes international labor standards. In recent years the ILO has taken courageous stands against human rights violations in Poland and other countries. Since the founding of the ILO in 1919, the United States has ratified only seven ILO treaties, known as conventions.

Convention No. 144, passed by a vote of 16–3, sets forth a standard for bringing government, business and labor together for effective three-way consultations on ILO matters. Convention No. 147, regarding the ability of "port states" to protect the health and safety of seamen manning merchant vessels calling at their ports, passed by a vote of 18–0.

"If the full Senate ratifies these conventions, it will be the first such action since 1953—an event long overdue," Senator Moynihan said.

STEPHENS TO CHAIR NLRB

President Reagan has named James M. Stephens as the 13th chairman of the National Labor Relations Board.

Stephens, 41, has been a member of the NLRB since November 1, 1985, and is serving a term that expires in August 1990. His designation as chairman does not require Senate confirmation.

Knowledgeable sources described Stephens as honest and straightforward, and "not an ideologue." Stephens voted in the majority in a number of 2–1 cases where there was a strong dissent by the controversial Donald Dotson, who recently stepped down as chairman. Stephens also was on the other side in similar split decisions from boardmember Wilford W. Johansen, a careerist whom conservatives were pushing for the chairmanship.

The National Right to Work Committee earlier sent a scathing letter to the White House in an effort to block both Stephens and the nomination of John E. Higgins Jr., now NLRB deputy general counsel, to the vacant seat. Higgins is reportedly favored for the seat over another top candidate, Assistant Secretary of Labor for Labor-Management Relations Salvatore Martoche.

OCCUPATIONAL CHANGES

Ten percent of all workers changed occupations between January 1986 and 1987, over half of them in hopes of better pay or working conditions, the U.S. Department of Labor's Bureau of Labor Statistics reported. About one in eight of the workers switched occupations, however, because they lost their previous jobs.

About 831,000 persons who changed occupations in this period were black, and more than half (51.3%) left their jobs in hopes of better pay or working conditions, paralleling the overall 53% in the nation.

Labor's part of the First Amendment

'Today, the constitutional law facing individuals who don't own a newspaper or television station and who, nonetheless, want to make their voice heard consists of increasingly restrictive time-place-and-manner tests.'

by LANE KIRKLAND, President, AFL-CIO

The free press is flourishing in America as we mark the Constitution's bicentennial; in this respect the First Amendment to the Constitution continues to pay incalculable social dividends.

No country has shown a greater allegiance to a wider interchange of unfettered and uninhibited opinion, conjecture, information—and even the occasional thoughtful insight—than the United States today. That is all to the good. The right to think for oneself and to speak the truth as one sees it, is an essential precondition to reaching our full potential as individuals within our society.

James Madison, in arguing against the Sedition Act of 1798, stated: "It is manifestly impossible to punish the intent to bring those who administer the government into disrepute or contempt, without striking at the right of freely discussing public characters and measures; . . . nor can there be a doubt . . . that a government thus entrenched in penal statutes against the just and natural effects of a culpable administration, will easily evade the responsibility which is essential to a faithful discharge of its duty."

For that reason, Madison said that a vigorous, contentious press serves its function in assuring that "the people, not the government, possess the absolute sovereignty." In this, as in many other respects, history has proved Madison right.

Unfortunately, the freedoms of assembly and association—what we trade unionists call our part of the First Amendment—are not in equal favor.

These rights of freedom of assembly and association are, in the main, the redoubt of the great numbers of average citizens. The petition for redress of grievances, the protest march, the mass meeting, the picket line and the concerted refusal to work are the methods by which those without great means or special access to governmental officials or their fellow citizens make their voices heard.

These associational rights are, therefore, a particular force in furthering the demands for justice and equality of working people, of women and minorities—of all those who in one regard or another, at one time or another, are relegated to a secondary status.

The promising beginning during which the Constitution was read to grant protections as broad as those enjoyed by the institutional press to pamphleteers, pickets and protest marchers has not been sustained. Today, the constitutional law facing the individuals who don't own a newspaper or television station and who nonetheless want to make their voice heard consists of increasingly restrictive "time, place and manner" tests and of hypertechnical distinctions concerning access to "traditional public forums," to "public forums by government designation" and to "non-public forums."

Freedom of speech and of the press are the special concern of various elites which have the means and the desire to protect their prerogatives; they have access to, or they own, the ink. This intellectual community, which joins with the labor movement in protecting and advancing free speech rights generally, has, it appears to me, by and large, politely disengaged itself when the cause is the right to associate and to challenge the status quo. Somehow forgotten is the basic truth that associational rights, no less than the rights of speech and of the press, are the very wellspring of democracy.

Against that background, I take particular pride in the labor movement's day-in, day-out efforts to build organizations of working people dedicated to expressing their needs and aspirations. That hard and rewarding work gives practical meaning to the First Amendment's noble objectives.

Blueprint for Cure donations continue

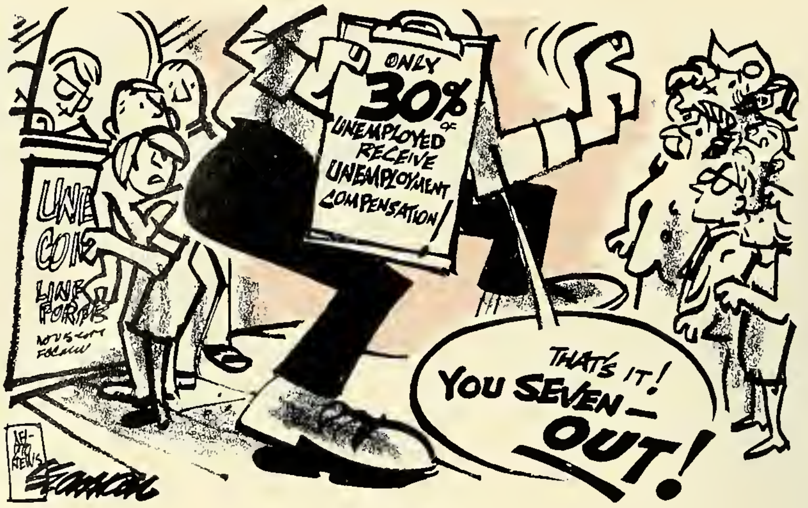
The Blueprint for Cure drive, labor's multi-million dollar campaign to build a new Diabetes Research Institute in Miami, Fla., gets a boost this month from a special golf tournament at Miami Beach. Several other fund raising events are scheduled by local unions and councils.

The Blueprint for Cure drive is now in its third year. Retiring General President Patrick J. Campbell is a co-chairman of the campaign, and the United Brotherhood has been a strong supporter of the fund raising effort.

Members wishing to make check donations to Blueprint for Cure should make them out to "Blueprint for Cure" and mailed to: General President, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Among the recent contributors to "Blueprint for Cure" were the following: Locals 125, Miami, Fla.; 608, New York, N.Y.; 1026, Miami, Fla.; 1338, Charlottetown, P.E.I., 1693, Chicago, Ill., and Local 848, San Bruno, Calif. There was contribution in memory of Robert A. Hickman from Robert D. Hickman.

Among group and individual donors were the Charitable Trust of Carpentry and Related Industries of Nassau County, N.Y., Optima Financial Corporation, David Braunstein and Natalie Karp, Esther Brown, Eleanor Catarelli, Richard and Genevieve Chmar, Patricia Curiale, Berent and Ann Danielson, Irving and Rose Farber, Abraham and Susan Feller, Leonard and Adeline Grimme, John Gustafson, Joseph and Maureen Lea, Brion Maskell, John and Mary Mazzocchi, Dominick & Michael Pangia, Mrs. A. Peterson and John Roylance.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LINE FORMS
ONLY 30% OF UNEMPLOYED RECEIVE UNEMPLOYMENT COMPENSATION!
THAT'S IT! YOU SEVEN — OUT!
NEWS

Jobless rates high in 26 states but how many get jobless benefits?

Unemployment rates were 6% or higher in 26 states in October 1987, the Bureau of Labor Statistics reported.

Louisiana reported the highest jobless rate in October—10.1%. The next highest rates were reported by West Virginia, 9.4%; Mississippi, 9.2%; and Alaska, 9.1%. Another 11 states reported jobless rates in the 6% to 7.9% range.

The lowest jobless rates for the month were reported by New Hampshire, 2.1%; Massachusetts, 2.7%; Delaware, 2.8%; and Connecticut, Maine and Rhode Island, all with 2.9%.

BLS said unemployment rates were lower in 46 states over the year ending October 1987. Of those states, 20 states reported over-the-year jobless rate decreases of 1% or more.

The largest over-the-year declines were in Louisiana, 3.2%; Alabama, 2.5%; and Oklahoma, 2.2%.

States reporting over-the-year jobless increases included Minnesota, Nevada and South Dakota.

BLS said non-farm payroll employment rose in 44 states over the year. Of those states, 28 states reported increases of 2% or more. The largest job gains were reported by Florida, 4.4%; Washington, 4.1%; and New Hampshire and Tennessee, both 4%.

The largest over-the-year job losses were reported by Alaska, 3.9%; and Wyoming, 1.5%. Other states reporting declines were Colorado, Louisiana, Montana and Oklahoma.

Manufacturing employment increased over the year in over three-fifths of the states. Most states reported job gains in services.

Employment rose in about four-fifths of the states in transportation and public utilities, trade, finance, insurance, real estate and government. Construction employment rose in 34 states.

UBC heavy donor to Bridgeport fund

The Bridgeport, Conn., Building Trades Relief Fund was established, last April, following the collapse of an apartment building under lift-slab construction in the New England city.

Twenty-eight building tradesmen lost their lives in the disaster. Seven were union Carpenters.

The UBC's general president, Patrick J. Campbell, announced after touring the site that a nationwide relief effort would be undertaken for families of the victims.

John Cunningham, business manager of Western Connecticut Local 210, recently made a report on the funds collected:

A total of $325,000 was contributed by members of 14 national and international unions. By last November, $168,000 of that total had been distributed to the 28 families who lost loved ones, and the balance was distributed in time for the Christmas season.

UBC locals and individual members contributed a total of $103,516, by far the largest group support, followed by the Electrical Workers ($33,184) and the Ironworkers ($53,720), both of which lost members in the building collapse. Other unions were as follows—Masons, $7,600; Steelworkers, $1,400; Auto Workers, $2,015; Laborers, $12,550; Teachers, $1,300; Machinists, $18,575; State, County and Municipal Employes, $1,175; Plumbers, $9,542; Fire Fighters, $1,425; Sheet Metal Workers, $2,000; and Connecticut Telephone Workers, an independent union ($8,630).

The Brotherhood kicked off its part in the relief effort with a $2,000 donation the day after the disaster. This was followed quickly by donations from 15 state and district councils and 52 local unions. Thousands of checks were received, and John Cunningham of Local 210, expressed, on behalf of all UBC members in the state, their gratitude for support of the bereaved families in time of need.

Rescue workers sift through the rubble of the collapsed L'Ambiance Plaza in Bridgeport.

More than 300 union members recently marched down the streets of San Antonio, Texas, to protest the hiring policies of the Ohbayashi Corp., a Japanese construction firm. The marchers also protested restrictions the Japanese government places on American firms trying to do business in Japan.

REMEMBER PEARL HARBOR
STAND UP AGAINST JAPANESE IMPERIALISM
OHBAYASHI
OHBAYASHI

Texas building tradesmen held a rally before marching in downtown San Antonio. Some carried signs reading "Stand up against Japanese imperialism" and "Remember Pearl Harbor" as they listened to speakers like the UBC's Ron Angell, a rally organizer, and Texas AFL-CIO President Harry Hubbard.

Building trades protest Ohbayashi policies

More than 300 union building tradesmen of South Texas paraded down Flores Street in San Antonio, Texas, last December 7, chanting "Ohbayashi no!" They were protesting that Japanese construction firm's antiunion hiring practices.

The U.S. Corps of Engineers awarded the Japan-based Ohbayashi a contract to build a San Antonio river channel improvement project, and the firm refused to hire union workers.

The demonstrators paraded from Carpenters Local 14 office at 611 N. Flores St. more than a mile to Guenther Street.

"There is a war being waged today—but without any bullets," UBC organizer Ronald Angell told the demonstrators. "We are fighting an economic war."

Angell said American unions are shunned by Japanese industry and that the United States allows Japan to continue engaging in what he called unfair trade practices.

Angell said the group chose Pearl Harbor Day to protest because it was symbolic of the war with Japan in World War II.

"A number of people here have members of their families who lost their lives at Pearl Harbor," Angell said. "I have met with Japanese companies and they have no regard for you or me."

"We want the American people and the U.S. Congress to know what is going on in the U.S. We want the equal opportunity to be able to trade in Japan. We are also fighting unfair trade."

Chico Gooden, a business representative for Local 14, agreed with Angell.

"We feel they (the Japanese) are taking American work away from the people. . . . American contractors cannot go over to Japan and bid on jobs," Gooden said. "And that's not right."

Ted Olbera, a marcher, said Ohbayashi was taking advantage of high unemployment in the United States.

Union members claim Ohbayashi is not willing to hire local workers and also is not paying laborers the prevailing wage on its $47.7 million contract to build the San Antonio River and San Pedro Creek flood control projects.

During the march and rally, the union members told the press that restrictions the Japanese government places on American firms creates the environment for the trade imbalance.

A spokesman for the Ohbayashi Corp. refused to respond to the concerns of the union members.

However, an engineer with the U.S. Army Corps of Engineers, which is managing the tunnel project, claims the agency has not found any wage law violations by Ohbayashi.

The company, which bid on the contract through its San Francisco office, previously has built three projects for the corps.

The tunnel project work is expected to last three years.

Leaflet campaign against Louisiana-Pacific forest products continues

With the support of other Building and Construction Trades unions and the AFL-CIO, the United Brotherhood is continuing its boycott of Louisiana Pacific Corporation forest products.

A massive turnout of members distributing boycott leaflets was held in New England last fall. Some of the boycott activity is now concentrated in the Middle West.

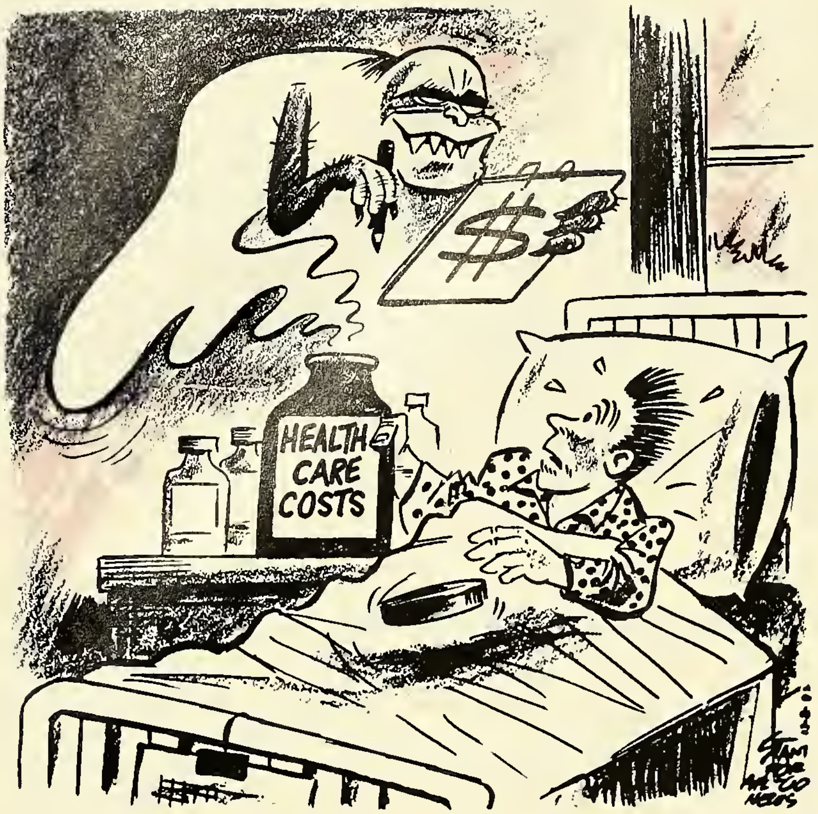
Members should be reminded that one group of L-P products should *not* be boycotted. The UBC still represents non-striking L-P Weather-Seal employees at two plants in the Middle West. Local 2641 members at Barberton, Ohio, and Local 1413 members at Orrawa, Ohio, manufacture union-made, Weather-Seal products. Weather-Seal products should not be boycotted!

BUILDERS SUPPLY CO

Members of Local 400 and Millwrights Local 1463, Omaha, Neb., have been busy with a leaflet campaign against Louisiana-Pacific forest products. A campaign has been conducted in the Omaha area against several lumber companies that sell L.P. materials.

Left is Art Desecil, business agent; Monte Ellingson; Dale Henton, business manager; and Roger Busch, treasurer, at the entrance to a Builders Supply parking lot.

The picture on the right is of Dick Olson, business agent, and Jim Rethmeier, conductor, at another leaflet distribution spot.



Long-term health care and POVERTY

Seven in 10 elderly Americans living alone are poor

The high cost of long-term health care is quickly and systematically impoverishing millions of elderly Americans.

According to new data released by the House Select Committee on Aging, seven in ten elderly living alone spend their income down to the poverty level after only 13 weeks in a nursing home. Within a year of entering a nursing home, over 90% of these elderly become poor.

What do they do then? Sooner or later, they die, of course. But they die poor and without dignity, regardless of how hard they worked or how carefully they saved.

Committee Chairman Edward R. Roybal (D-Calif.) declared that "millions of elderly and non-elderly Americans are at great personal financial risk of being impoverished by high and sustained long-term care costs."

Roybal said that, with annual nursing home costs averaging more than $22,000 and elderly median income just over $11,500 a year, "a host of personal catastrophes are in the making."

Roybal's committee study said it detailed the first national and state analysis on the risk of impoverishment due to long-term care costs. The panel said it focused on the risks of impoverishment facing more than 30 million elderly and the need for a long term care package protecting all Americans. The new analysis was developed in cooperation with the Villers Foundation and the Urban Institute.

"One of the most troubling findings," the report said, "is that if you are an elderly person living alone and your annual income is between $6,000 and $10,000 (between 125 and 200% of the poverty level), it would take an average of six weeks in a nursing home before you would be impoverished." Even adding the average amount of assets to this income would mean a wipe-out in 32 weeks, it added.

The Roybal report challenged the myth of Medicare coverage. Contrary to popular belief, it said, Medicare does not cover long-term care for any of its 31 million beneficiaries. Medicare covers limited skilled nursing facility care and home health care, but not for long periods. For many in need of long-term care, for example Alzheimer's victims, there is little need for skilled care. Medicare covers less than 2% of long-term nursing home care and about one-fourth of home health services. In fact, the report said, almost all long-term care is paid by patients and their families, 44%, or Medicaid, 40%.

The report also spoke to the "tragedy of Medicaid 'spend-down.'" It noted that the elderly must essentially impoverish themselves, and probably their spouses, before getting Medicaid coverage. About one-half of those covered by Medicaid's nursing home benefit became eligible after entering the home, it said.

The Roybal report also pointed out that the current catastrophic health insurance proposals now moving through Congress offer added protection for acute illnesses, but "provide virtually no long-term care protection." The minor exceptions, it said, are better protection of the assets of the spouse of a Medicaid nursing home resident, and a new 80-hour per year in-home care benefit.

The risks of poverty due to long-term care are real, the Roybal report said. It cited a recent government study which said elderly persons aged 65–69 years face about a 5% risk of entering a nursing home in the next five years. But they face a 43% risk of being in a nursing home during their remaining lifetime.

And poverty comes quickly. While seven in ten elderly living alone are broke in 13 weeks, over one-half of married elderly couples reach poverty after one spouse has spent only a half year in a nursing home. Counting assets plus income takes a little longer, but it's inevitable.

Though home care is often a viable and preferred alternative to a nursing home, the risk of impoverishment remains great when extensive care is needed, the report said. Extensive care at $43 a day on a 7-day a week basis could exceed $15,000 a year. This would wipe out the income of 90% of elderly singles and two-thirds of elderly married couples by the end of one year.

"America's elderly and their families are frightened by the continued pros-

Continued on Page 38

AMERICA WORKS BEST
WHEN WE SAY...
UNION
YES ✓

Unions didn't cause loss of building jobs

The following column by writer Harry Bernstein of the Los Angeles Times that appeared in June under the headline: "Unions Didn't Cause Loss of Building Jobs," is a clear explanation of what we have been saying for years. We think it merits reprinting word-for-word as it appeared in one of America's largest newspapers. It shows that union labor is much more efficient and well worth any cost differential. We hope that this article was read by millions of readers.

The relatively good wages and benefits won by union workers in the nation's construction industry apparently are not the reason that their share of construction jobs has plummeted in recent years.

The theory that union workers have priced themselves out of the market has become a widely accepted explanation for the steady increase in non-union construction work. After all, the argument goes, it is natural for contractors to prefer non-union workers who make about half as much money as those in unions.

That's the principal argument being used in Congress, by the Chamber of Commerce and other conservative groups in their battle to prevent passage of a bill to outlaw "double breasting"—the practice by unionized contractors of opening non-union subsidiaries to evade union contracts.

The steady increase in double breasting is largely to blame for the drop in the share of construction work going to union workers. And there are other reasons, such as the well-financed campaigns by non-union contractors' associations and by union-busting labor relations consultants to oust unions from some firms and keep them out of others.

But a study released last month by a national research group contradicts the contention that the high cost of union workers eliminates union jobs.

The study shows that the productivity of union workers in constructing retail stores and shopping centers is an astounding 51% greater than that of their non-union competitors. On commercial office building projects, the union workers' productivity is at least 30% higher.

Even though the unionists' wages and benefits are substantially higher than those of non-union workers, developers' costs and contractors' profits are about the same regardless of who does the job, according to the study.

In other words, the union workers' higher productivity compensates for their higher wages and benefits.

The study was conducted by the National Bureau of Economic Research, based in Cambridge, Mass., and was financed by the U.S. Department of Labor, the National Science Foundation and North Carolina State University.

The research was led by Steven G. Allen, a graduate of Harvard University and a professor of economics at North Carolina State University.

Allen's study shows that larger projects (100,000 square feet or more) actually cost less when built with union workers. The same is true but less so with more simply designed projects under 32,000 square feet.

The Allen study shows that union workers are better trained than non-union workers. It also leads to at least one interesting conclusion: Contractors who fight so hard to operate with non-union workers are less motivated by the hope of meaningfully reducing labor costs than by a determination to retain authoritarian rule over employees.

More than 70 stewards train at Michigan Industrial Council convention

An industrial steward training program was conducted last fall at the Michigan Council of Industrial Workers Convention in Spring Lake, Mich. The program was presented by Daniel R. Walbrun, international representative.

Participants included Werner Andre, Local 1033, Muskegon; Ray Ashley, Local 2391, Holland; Marion Baumgarner, Local 1395, Grand Haven; Bill Blumenschein, Local 1615, Grand Rapids; David Blush, Local 2391, Holland; Donald Boop, Local 2776, Kalamazoo; Bill Bowie, Local 2391, Holland; Richard Brewer, Local 893, Grand Haven; Kayleen Cagle, Local 2037, Adrian; Pat Coykendall, Local 1615, Grand Rapids; Norva Devenport, Local 1033, Muskegon; Henry Dolley, Local 2391, Holland; Burt Drent, Local 1615, Grand Rapids; Jack Dreyer, Local 1615, Grand Rapids; Ellen Emery, Local 1395, Grand Haven; Larry Feenstra, Local 893, Grand Haven; Alvern Fisher, Local 2391, Holland; Tom Flieman, Local 2391, Holland; Jim Gamby, Local 2391, Holland; Billy Ganun, Local 2037, Adrian; Gerald Ganun, Local 2037, Adrian; Max Garza, Local 2391, Holland; Phyllis Goen, Local 2391, Holland; Mark Gould, Local 2391, Holland; Mike Gunneson, Local 1615, Grand Rapids; Thomas Hart, Local 1615, Grand Rapids; Craig Henricks, Local 2037, Adrian; Jill Hubbard, Local 1615, Grand Rapids; Melvin Jamerson, Local 1033, Muskegon; Robert Johnson, Local 824, Muskegon; Kyle Jurries, Local 2391, Holland; Daniel Larson, Local 2535, Holland; Phyllis Laufersky, Local 1395, Grand Haven; Ed Martin, Local 2037, Adrian; Todd Matuk, Local 1615, Grand Rapids; Pay McCaffey, Local 2535, Holland; Paul McCarty, Local 1615, Grand Rapids; George McConaughy, Local 824, Muskegon; Bernard McFarren, Local 1033, Muskegon; Ken McGrane, Local 1033, Muskegon; Diann Miles, Local 2391, Holland; Bob Minnema, Local 1615, Grand Rapids; Randy Mota, Local 2037, Adrian; Steve Niezgoda, Local 1033, Muskegon; Raymond Pate, Local 2037, Adrian; Sue Pratt, Local 1615, Grand Rapids; Corey Price, Local 2391, Holland; Scott Ralyo, Local 1395, Grand Haven; Peggy Rankins, Local 2535, Holland; Leland Raterink, Local 1615, Holland; Nellie Rodriguez, Local 2535.

Continued on Page 12

Michigan Industrial Council stewards

Continued from Page 11

Holland; James Roznowski, Local 2037, Adrian; Jack Rust, Local 1033, Muskegon; Jack Sager, Local 2037, Adrian; Larry Shadewald, Local 2037, Adrian; Gregory Shippell, Local 2815, Battle Creek; Steve Siewert, Local 1395, Grand Haven; Ruth Somero, Local 1033, Muskegon; Rick Snell, Local 824, Muskegon; Donald Stone, Local 2037, Adrian; Laura Strachn, Local 2037, Adrian; Richard Sullins, Local 2037, Adrian; Kenneth Swiftney, Local 1395, Grand Haven; Frank Travis, Local 2037, Adrian; Dexter Tucker, Local 2776, Kalamazoo; Mike Valk, Local 1615, Grand Rapids; Al Velting, Local 1615, Grand Rapids; Richard Wierengo, Local 2917, Lansing; Randy Wilson, Local 2391, Holland; and Gary Zempker, Local 1033, Muskegon.

Houston council trains stewards in four-day seminar

The District Council of Houston and Vicinity held a steward training seminar on November 11, 12, 18 and 19.

Executive Secretary Joe Cones, International Representatives Fred Carter and Ronald Angell discussed safety, labor and management relations, jurisdictional disputes, labor laws, public relations, handling of job site grievances and discussed in detail the United Brotherhood constitution and the district council by-laws. Andy Jones of College of the Mainland spoke to the class regarding labor studies. He is shown at right in the pictures of the steward graduates above.

Training materials were supplied by the General Office in Washington, D.C.

Fall River stewards train

Newly appointed stewards of Local 1305, Fall River, Mass., recently completed the "Building Union" construction steward training program. The seminar was presented by Stephen A. Flynn, international representative, and Bernard Skelly, business representative.

Those completing the course, from left, were Ron Rheaume, Antone Medeiros, Tony Lima, Bernard Skelly, business representative, Charles Jacobson, Mark Spinosa and Everett Sylvia.

International representatives and local and council business agents have held similar steward seminars in many New England local unions.

LOCAL UNION NEWS

Winnipeg local marks 100 years, honors members

September 26, 1987, was an historic day for Carpenters in the Province of Manitoba, as they celebrated 100 years of UBC affiliation. To celebrate the event a large banquet and dance was held in the Marlborough Hotel, downtown Winnipeg.

The celebration was well attended by members of Local 343 and visiting members from across Canada; the labour minister of Manitoba; the mayor of Winnipeg; a former mayor of Winnipeg who was a carpenter and former union brother; John Carruthers, Ninth District board member, and Ronald J. Dancer, Tenth District board member. Congratulations and best wishes, along with gifts and plaques were presented by distinguished guests.

During the anniversary banquet, many long-time members of Local 343 were recognized and presented with service pins. The top three winners in the Canadian Carpentry Apprenticeship Contest were recognized and presented with awards during the evening's celebration.

The executive officers of Local 343 with international officers, shown here, front, Ronald J. Dancer, Tenth District board member; Lloyd Batten, president; Patrick Martin, recording secretary; Horst Lang, conductor; Henry Thorwesten, trustee; John Carruthers, Ninth District board member.

Back, Leon Morin, assistant business agent and organizer; Harry Winter, trustee; Miran Olynyk, business agent, Harry Kramer, treasurer; Leonard Terrick, financial secretary; Frank Thomas, trustee. Not pictured is Andrew Giles, warden.

Members of Local 343 honored for their long service to the Brotherhood included, front, Stanley Zuchowicz, 45 years: His Worship Mayor William Norrie, City of Winnipeg; Harold Bedford, 40 years; Kenneth Simmonds, 20 years; Honorable Muriel Smith, minister of labour, Province of Manitoba; William Kologinski, 30 years; Albert Mamrocha, 40 years; Mike Semeniuk, 40 years; and Rocco Cuscito, 20 years.

Back row, Former Mayor Steven Juba; Mike Reichert, 45 years; Simon Couture, 35 years; Andre Arbez, 35 years; John Kisiow, 40 years; Erick Imlach, 20 years; Jens Brunn, 20 years; Walter Kaglik, 20 years; and Lloyd Batten, president.

Winners of the Canadian Carpentry Apprenticeship Contest were presented with their awards during the evening's celebration. First place went to Marsh Miller, Edmonton; 2nd place to Martin Buehler, New Westminister; and 3rd place to Henry Gousseau, Winnipeg.

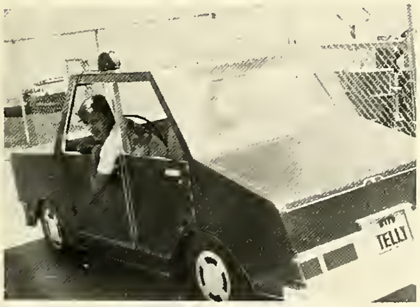
Shown are national contestants and dignitaries. They include, front, Ron Wiklund, Local 343, Winnipeg; Darrel Orr, Local 1598, Victoria; Rick Cole, Local 2103, Calgary; and Roy De'Haan, Local 27, Toronto.

Back row, Ron Dancer, general executive board member, Tenth District; John Carruthers, general executive board member, Ninth District; Darren Brockman, Local 1985, Saskatchewan; His Worship, Mayor Bill Norrie; Honorable Muriel Smith, minister of labour; Henri Gousseau, Local 343, Winnipeg; Martin Buehler, Local 1521, New Westminister, Marsh Miller, Local 1325, Edmonton; and Steve Juba, former mayor.

Vegas shop builds Telly Savalas car

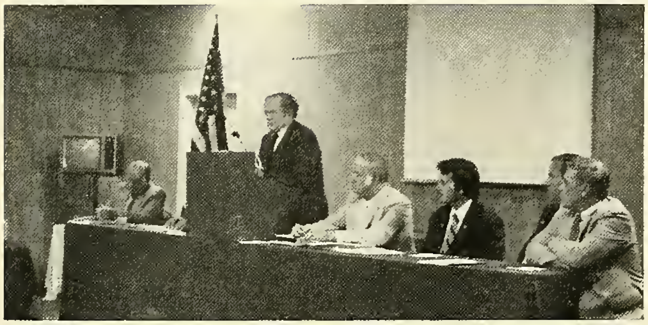
David Pulse, Local 1780, Las Vegas, Nev., apprentice, recently surprised actor Telly Savalas with a special birthday gift. A car, made entirely of wood was presented to Savalas by the Carpenters working in the shop of the Dunes Hotel.

The wooden shell, including tires and license plates, was planned and built by Pulse in two weeks. The shell sits on a golf cart and has a flashing light and siren. The two front doors work and the wooden wheels can be moved up and out of the way when the car crosses uneven areas.



David Pulse, Local 1780 apprentice, and the special Savalas car.

Southern Indiana officers sworn in



Officers of the newly formed Southern Indiana District Council were sworn in during the Regional Seminar in French Lick, Ind., by General President Patrick J. Campbell. They were Donald Walker, secretary-treasurer/business manager; John Kime, warden; William Scroggins, trustee; Lanny Rideout, trustee; Wayne Simons, president; Howard Williams, vice president and Charles Bradley, trustee.

Plaques were presented to Perry S. and Samuel Bigman after they saved the life of a fellow worker. Ron C. Popchoke, site superintendent; Samuel Bigman, Perry S. Bigman, Joe Coombs, business agent, Local 43, and R.E. Tedesco, vice president, Construction Services Combustion Engineering Inc.

Heroic action at ash conveyor

Perry S. Bigman and his son Samuel Bigman, members of Millwrights Local 1914, Phoenix, Ariz., were presented with a plaque of appreciation for their heroic action in saving the life of a fellow worker.

Their actions took place while employed at the Mid Connecticut Resource Recovery Plant located in Hartford, Conn. The two were working on the ash conveyor system when they noticed that Tony Cozza, an engineer for Combustion Engineering Inc., was in trouble. He had gotten his hand caught in the chain drive. Not sure where the electrical switchboards were, the two immediately took action to derail the chain and stop the conveyor. This quick action saved Cozza's arm and possibly his life.

"It is indeed satisfying and proof that our Brothers can crisscross our country and provide the necessary skills to build any union project anywhere when called upon," stated Joseph F. Coombs, business representative, Local 43, Hartford, Conn.

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Alberta Council's 36th Convention

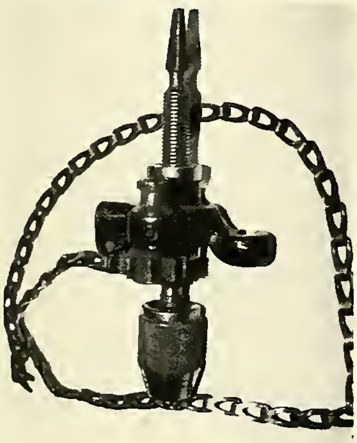
The Alberta Provincial Council officers: Alf Weisser, executive secretary; Corby Pankhurst, second vice president; Martyn Piper, president; and William McGillivray, first vice president.

In late October 1987, officers and delegates to the Alberta Provincial Council's 36th annual convention gathered at the Carpenters Hall in Calgary to discuss the past, the present and where they will go in the future.

Some area's of the council's jurisdiction are almost entirely without work, but there is a brighter hope for 1988. The battle against the merit shop is being effectively fought by council officers. A VCR cassette was shown to the officers and delegates, by Task Force Organizer Ray B. Drisdelle.

The convention heard a speaker from British Columbia; Derrick Manson, Canadian research director for the United Brotherhood; General Representative Pat Mattei; John Paterson, administrator of the Carpenters Health and Welfare Plan; as well as Tenth District Board Member Ronald J. Dancer.

What Does It Do?



Here's a tool that was handed down to Roscoe Meentemeyer of Lombard, Ill., a few years ago by a relative. Meentemeyer is a retired carpenter of the Chicago District Council, Local 1, and he wonders what the tool is and what it's used for.

"My guess is that it is used with a hand brace to drill a hole in a log or for a plumber to drill a cast iron pipe," says Meentemeyer.

If you have an answer, write: Editor, Carpenter, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Militant Georgians get settlement checks

When Casey Industrial Inc. of Albany, Ore., arrived in South Georgia to build the multimillion dollar fiberboard plant for the Langdale Corp. the company refused to sign an agreement with Carpenters Local 903.

The local placed men on this job and signed up 11 of the 13 carpenters and millwrights.

On May 28 the company fired the two local leaders on the job for refusing to remove Brotherhood decals from their hard hats. At the same time Representative Floyd Doolittle and Business Agent Greg Taylor were making a demand for recognition on the jobsite superintendent. He agreed to go to the county courthouse for a card count, but upon arriving at the courthouse, he backed out on the agreement.

The crew voted to go on strike because the company refused to reinstate the two members who were fired. During this time, charges were filed with the NLRB.

The NLRB issued a complaint that contained 23 counts of unfair labor practices. Included were ones that said the two members had been fired for union activity and that the strike was an unfair labor practice strike.

A hearing was held by the NLRB, during which the company made an offer of $50,000 to settle the case. The settlement was divided among nine members who stayed on strike. The local did not get an agreement on this job, but did pick up seven new members.

During the past year this local has won elections on two other projects of bottoms-up organizing and gained recognition on another, in which they did get contracts.

Local 903 check recipients, seated, Greg Taylor, business representative; Mike Fissete, John Wright and Tony Durgin. Standing, Wesley Young, president, David Sergerson, Ray Gibbs, Larry Edmondson and UBC Representative Floyd Doolittle who assisted the local union. Note pictured, but members who also received checks were John Fender, Dwight Smith and Harold Smith.

●

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Members In The News

Empire State pole vaulter

Brian Haley, Local 323, Beacon, N.Y., son of Ted Haley, former business representative, is vaulting again.

After 10 years away from the sport, Haley has picked up his pole to again compete in the pole vaulting event in masters competitions. He recently picked up a gold medal in the 30–35-year age group at the 10th annual Empire State Games.

Haley renewed his involvement with the sport two years ago after talking to Brad Hall (who picked up the silver medal). "It keeps you young," says Haley. "I took 10 years off from the sport, but it's like riding a bike. You never forget."

That's good news for Haley, who still holds the pole vault record at Beacon (13 feet, nine inches). He cleared 13 feet to win the gold at the Empire meet.

Haley was initiated into Local 323 in 1977. After four years of apprenticeship, he is now a journeyman carpenter.

Champion swimmer at 75

While most carpenters retire to the easy life, Carl Thornburg, member of Local 118, Detroit, Mich., has a slightly tougher regimen in mind—competitive swimming as a member of the United States Masters Association. The Masters is a worldwide organization of swimming stars of yesteryear—male and female greats of the sport (27,000 in the United States alone). Each team around the world is made up of former stars, those who never reached stardom status and some recycled athletes from other sports. Members are divided into age groups which span five years. Rarely attracting media attention, the swimmers compete merely for their health, enjoyment and friendly competition.

Thornburg began competitive swimming in his youth and continued it through two terms in the regular army. A former recording secretary of Locals 1433 and 95, Thornburg swam frequently after World War II for aerobic and health benefits. As a hobby, he coached a swim team and later coached a springboard diving team to a state championship at the Y.M.C.A.

Thornburg has received over 265 awards over the years. An avowed goal of most master swimmers is to be rated in the top ten in their age group. In Thornburg's right hand, in the accompanying picture is an unusual plaque shaped like the United States. It was awarded to Thornburg by the Masters Association for achieving the top ten fastest times for the past few years in both the United States and international competition. Thornburg also has two certificates awarded to him by the Florida Masters Association—one for being the top five record holders in the 25 yard event and the other for being one of the top five record holders in the 50 meter event.

In 1985 Thornburg journeyed to Toronto where he says he "swam on a wave of glory" in the World Master Games. He won two first place awards in the 200 meter butterfly and the 400 meter individual medley (two of the most difficult events in any swim meet). He also won two second place awards, one fourth place, one fifth place, and one sixth place award, achieving a place in the top ten fastest times in the world in all seven events in which he swam.

"At the World Master Games, I had never swum in competition in a long course 50 meter pool or against an elite group of world class swimmers of that caliber from all five continents of the earth", he said. "I was scared and nervous and never in my wildest dreams did I think I would do so well." He was awarded seven unique and beautiful medals which the presenter said "seek to distinguish an elegant tribute to the world's finest athletes in adult age group swimming."

"It was a great honor to be a part of the Games; I shall always cherish the memory of Toronto and its hospitable people," Thornburg said.

"I'm so glad to have reached my 75th birthday, July 31. Now I'm at the bottom of my age group of 75 through 79." Imagine a sport where the participants yearn to get older. That's the spirit of a master swimmer. The oldest category is 90 plus. "I don't know if I'll make it that far, but as long as I can, I plan on swimming," he said.

Corn de-silking inventor

Roy Hart, a 48-year member of Carpenters Local 627, Jacksonville, Fla., had an idea for an invention late one June day after his son-in-law announced that his annual corn crop was ready to pick.

"Oh, shucks!" Roy thought. "We'll be knee deep in corn silk, and our hands will be sticky and rough again."

On the Friday afternoon before the family would meet in the cornfield on Saturday, Hart bought a couple of hair brushes at a local store and glued them to a rod attached to a small motor. He says he felt pretty silly when he carried his little machine to the cornfield. He soon felt better, however, for his de-silking machine worked well.

"We put up 105 quarts of corn, and everyone went home at 3 p.m.," Hart remembers. The machine cleaned about 1,500 ears. He says that three people cutting off the shucks couldn't keep up with the de-silker.

The *Florida Times-Union* of Jacksonville reports that Hart perfected his invention and a patent is pending. Meanwhile, he has produced more than a dozen machines for satisfied customers, including one for a couple who operates a local restaurant and call Hart's machine a "lifesaver."

Some investors are going in with him to market the invention. They're trying to get the unit price down sufficiently so that it will sell in quantity.

Says the food writer of the *Florida Times-Union*: "Whether or not his de-silker takes its position along side the blender and toaster as a household necessity, it is evident that Hart has found inventing a machine that has saved time for his family and friends satisfying enough."

CPR on a job in New Jersey

It happened in Paramus, N.J., last summer, when some members of Local 15, Hackensack, were working in the Hahnes Building. An electrician on the job named Ed King had a heart attack and, according to witnesses, "actually died on the floor." His heart had stopped, and so had his breathing.

Suddenly, according to a fellow UBC member, Joe Olivelli of Local 15 came running from nowhere and started to perform cardiovascular pulmonary resuscitation on the fallen electrician. King was soon revived, and, from last reports, we are told that he is doing "just fine."

CLIC Report

Labor's backlogged agenda moves ahead

Labor's legislative agenda, which had been backed up in a logjam during the first six years of the Reagan administration, moved toward the finish line in the 1987 session of the 100th Congress, awaiting final action in this election year session.

Following the 1986 congressional elections, the Democrats controlled the Senate as well as the House for the first time since Reagan took office. But the Reagan veto threat still loomed and influenced the course and content of legislation.

Legislation high on labor's list of priorities would strengthen the nation's trade laws, expand Medicare coverage to protect against the costs of catastrophic illness, overhaul the welfare system, raise the minimum wage, curb double-breasting by construction contractors, require employers to notify workers of toxic workplace hazards, ban polygraph testing by most private employers, require employers to provide unpaid parental leave and require employers to provide health insurance.

The *Congressional Quarterly* observed, "Underscoring a dramatic shift in the balance of power in Washington, President Reagan was on the losing end of more important roll calls than at any time in his administration. . . . For the first time, Reagan lost more pivotal votes than he won in both the House and the Senate."

Of the 29 roll calls in 1987 selected by CQ as key votes, Reagan took a clear stand on 16; of those, he won only two. That 12.5% success rate is a precipitous drop from Reagan's high in 1981, when he won 87% of CQ's key votes on which he staked out a position. His 1986 success rate was 65%.

The 1987 session began on a confrontational tone, when the House and Senate passed major labor-backed highway and sewage treatment bills over Reagan's veto.

Reagan cast the fight over the highway bill, in particular, as a test of his clout in the wake of the Iran-Contra scandal and Democratic recapture of the Senate. Despite intense personal lobbying, Reagan could not turn the single vote he needed to sustain his veto of the $88 billion highway construction and mass transit bill.

In the Senate, however, Democrats often were frustrated by a cohesive, 46-member GOP minority. The Democrats fell nine votes short of the 60 needed to limit debate on a campaign finance bill and bring it to a vote. The bill would create voluntary spending limits in Senate races, provide partial public funding to general election candidates, and cap the amount House and Senate candidates may accept from political action committees.

Just before final adjournment, Congress enacted a compromise $30 billion housing and community development bill which was the first freestanding authorization for these programs since 1980. In the intervening years, when the GOP controlled the Senate, the two chambers had been unable to agree on a bill.

Omnibus trade legislation passed both chambers and a House-Senate conference committee is expected to iron out a compromise bill for final action by early March. The most controversial provisions are the House-passed Gephardt amendment to force nations like Japan to reduce their huge trade surpluses with the U.S., and a Senate-passed measure to require firms to give advance notice of a plant closing or mass layoff.

Unfinished business includes:

- A bill to limit textile, apparel and footwear import [illegible] the House in September and awaits Senate floor action.
- A bill to provide protection against catastrophic illn[illegible]

Continued on Page [illegible]

Members of Local 210, Connecticut, recently raised $12,000 for CLIC. John Cunningham, general agent, center, presents a check to incoming Gen. Pres. Lucassen and Legislative Director Pierce.

Members of Local 1024, Cumberland, Md., volunteered a CLIC checkoff from their savings fund, raising $1,529.42. A check for this amount was presented to CLIC director Wayne Pierce by Kenny Fike, president, and Dale Crabtree, business agent.

Recent contributors to CLIC include: Raymond Langlais, Local 24 retiree; Louis J. Elefante, Local 17 retiree; Peter Johnson, Local 964; E.O. Jessup, Local 964 retiree; John Specian, Local 1342 retiree; Glenn Kerbs, Local 1772 retiree; Henry C. Peery, Local 650 retiree; William Wood, Local 17 retiree; Kenneth Payne, Local 7 retiree; Ernest A. Prince, Local 15 retiree; Richard Bipes, Local 851; David E. Grange, Local 475; Edward F. Blazejewski, Local 514 retiree; Joseph Weber, Local 2287 retiree; B.R. Upton, Local 1471 retiree; Santo Stasi, Local 348 retiree; James Bavee, Local 50 retiree; Edward W. Trudeau, Local 1397 retiree; Anthony J. Piscitelli, Local 188 retiree; William G. Wood, Local 17 retiree.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ $10 ☐ $15 ☐ $20 ☐ $25 ☐ other ________

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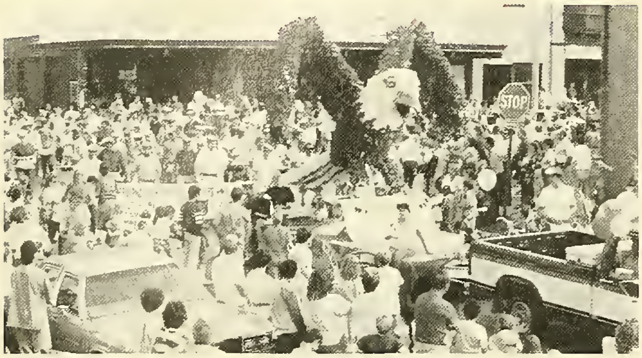
Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

BLOOMINGTON FLOAT TIES FOR FIRST



Local 63, Bloomington, Ind., tied for first place with its float entry in the 1987 Labor Day Parade. The parade theme was "We, the People," in honor of the Constitution's bicentennial.

TV DONATED

Local 599, Hammond, Ind., recently donated a remote control TV to the new Pheresis program of the Northwest Indiana Red Cross. Pheresis is a process where a specific component, white blood cells, platelets or plasma, is collected from the blood. The process can take up to three hours to complete. The TV donated by the local will make the donor more comfortable during the process.

Nurse Beverly Roberts is shown with Duke DeFlorio of Local 599, demonstrating the use of the donated television set.

TUNA TOURNEY TOPS

Harold "Bud" Ekno, member of Local 94, Providence, R.I., was this year's winner of the Masters Tuna Tournament held annually at Point Judith, R.I. The 161-pound yellowfin tuna was the largest fish caught over the Labor Day weekend, and Ekno won top honors for the catch.

JOINS JAMBOREE

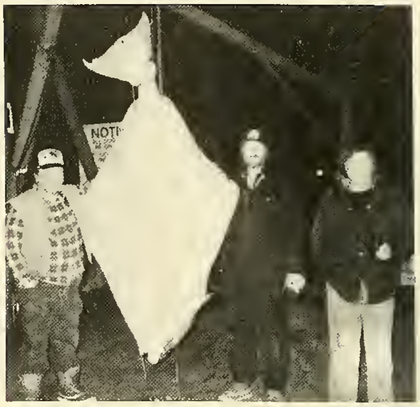
Michael R. Strahan, son of William T. Strahan, member of Local 1595, Montgomery County, Pa., was chosen to attend the XVI Boy Scouts World Jamboree held near Sydney, Australia, December 30 through January 10. 13,000 youths from more than 100 countries camped at Cataract Scout Park, 40 miles southwest of Sydney. Strahan, 14, of Troop 48, was one of 2,500 young men who represented the Boy Scouts of America at the quadrennial event.

Using the theme "Bringing the World Together," scouts tested skills with youth from other countries, took part in competitive events and enjoyed the fellowship and pagentry of world scouting. Pre-jamboree activities included touring enroute and a home visit with an Australian or New Zealand family over the Christmas holiday.

LAMBERTI AWARDS

Winners of the Nassau County District Albert Lamberti Scholarship Award for 1987 were recently announced. Kristyne DiIorio, daughter of Thomas DiIorio, Local 1772, and Joanne Aumuller, daughter of Fred Aumuller, Local 1397, will each receive a $2,000 scholarship.

RECORD HALIBUT



Gregory Olsen, Local 2247, Juneau, Alaska, was recently awarded a world record certificate for a Pacific halibut he caught last year in the Castineau Channel. The halibut weighed in at 356 pounds and 8 ounces and holds the M-15 kg (30-pound) class world record.

Shown above are Jeff Lind, Olsen and Business Representative Roy Peck, owner of the boat.

McGUIRE SCHOLAR

Local 393, Camden, N.J., awarded Lisa Meade its Peter J. McGuire AFL-CIO Scholarship for $500. Ms. Meade is attending Glassboro State College. The scholarship program, honoring the founder of Labor Day, was developed by the Camden Area AFL-CIO Council to promote the Peter J. McGuire image.

The check was presented to Ms. Meade by Pat Carey, business agent of Local 393.

Major mill-cabinet industry negotiations this spring

Wage, fringe benefit and contract information is available to representatives negotiating architectural woodwork and fixture agreements. At least 12 UBC multi-employer mill-cabinet agreements come due this spring, and the UBC Industrial Department has issued a contract survey for use by representatives. Those representatives who have not sent the Industrial Department a copy of their custom mill-cabinet agreements are urged to do so immediately so the contracts can be added to the survey. Representatives whose contracts have been received will be sent information on forthcoming developments of the Mill-Cabinet Conference Board.

Center, Texas, local in new pact with Bruce

UBC Local 2713, Center, Texas, successfully concluded negotiations with Bruce Hardwood Floors. The duration of the labor agreement is three years ending November 4, 1990.

The across-the-board yearly wage increases are 30¢ the second year and 25¢ the third year. Additionally, seven job classifications were re-classified; the pension formula was increased to $8.00 in 1987 and $9.00 per month X years of service in 1989; Martin Luther King's birthday will be added in the 3rd year of the Agreement to the holdiays.

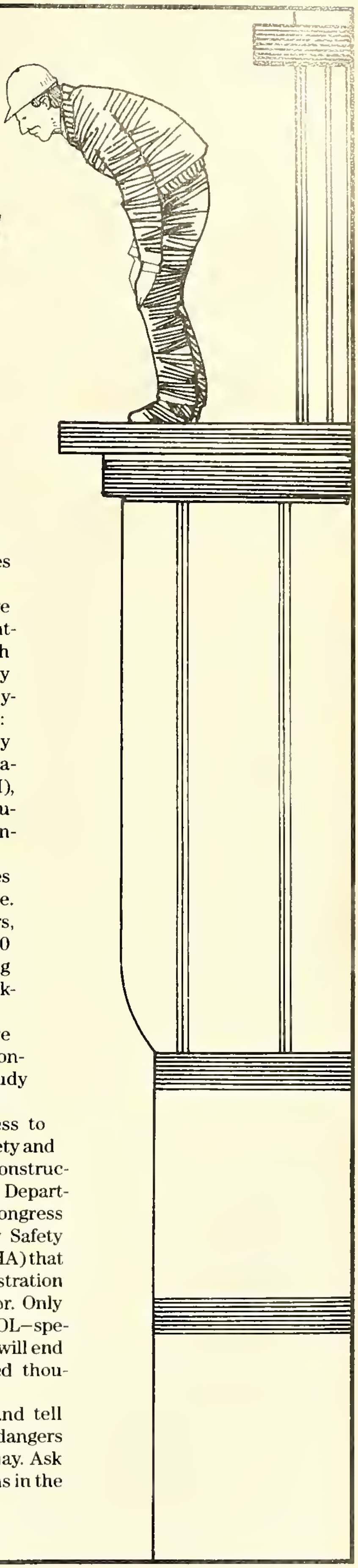
A significant improvement in benefits was made possible by the successful negotiations by Southern Council of Industrial Workers Executive Secretary Ray White, to change the carriers of the group health insurance to the Southern Council of Industrial Workers Trust Fund. This item alone has provided impetus to the ongoing sign-up campaign.

Local Union 2713 is an affiliate of Texas Council of Industrial Workers and a sub-affiliate of Southern Council of Industrial Workers. The generous negotiated package was attained by the co-operative efforts of the two Councils in striving for coordinated bargaining.

Local 2713's negotiating committee consisted of, front, Willie W. Swindle, Mary LaBouve, Sue Dover, Rep. Al Cortez. Back row, Executive Secretary SCIW Ray White, Pearl Tarner and Billie Daniels.

Local 181 centenarian

On September 26, 1987, Arvid Johnson, Local 181, Chicago, Ill., celebrated his 100th birthday. December 4 he marked 76 continuous years of membership with the Brotherhood. He is currently residing in Creswell, Ore.



Reaching New Heights In Construction

Everywhere you look, workers in the construction industry are reaching new heights. And that's precisely what worries members of the Building and Construction Trades Department, AFL-CIO.

Because, while buildings are growing taller and bigger—presenting construction workers with ever greater health and safety dangers—a number of accompanying growth trends have emerged:

- According to a recent report by the National Institute of Occupational Safety and Health (NIOSH), 20 percent of all traumatic occupational deaths occur in the construction industry;
- Construction site safety varies dramatically from state to state. New York construction workers, for example, have nearly a 40 times greater chance of being killed on the site than do workers in San Jose;
- Every year, 2,500 workers are killed by accidents on the construction site, according to a study by the National Safety Council.

The BCTD is urging Congress to reexamine the Occupational Safety and Health Act as it applies to the construction industry. Specifically, the Department is recommending that Congress create a Construction Industry Safety and Health Administration (CISHA) that would act as a separate administration within the Department of Labor. Only an organization like CISHA in DOL—specializing in construction safety—will end the conditions that have ended thousands of workers' lives.

Contact your representative and tell him/her personally about the dangers you face at the work site each day. Ask him/her to support safety reforms in the construction industry.

Ottawa Report

LEGISLATION FIRST

Modern labor legislation is taking the place of collective bargaining agreements in addressing worker concerns, George Adams, a barrister with a Toronto law firm, told participants in a recent human resources seminar sponsored by the Conference Board of Canada.

He said politicians have recognized baby boomers as a huge voting block, and any legislation that makes life more pleasant for these workers is a cheap way of winning popular support.

"It doesn't cost anything. You just make the employers pay."

Legislation that amends pension agreements and safety laws, along with bills that regulate layoff procedures, impose pay equity and introduce affirmative action all touch on areas that had once been handled at the bargaining table, Adams said.

Until the mid-1970s, government regulation came only by exception and only to set minimum standards. If workers wanted major workplace reform, they were told to join a union.

"There was a great policy strength, I think, in that approach to labor market matters, because we know that it allows for the tailoring of workplace reform on a case-by-case basis. Labor and management sit down and negotiate the changes they want and can afford."

This system also prevented the government from having to enforce workplace standards, which in turn allowed politicians to deal with occupational grievances by explaining it wasn't government's role to remedy labor problems.

Trying to explain current labor legislation is a bit like trying to critique a Japanese science fiction movie from an artistic point of view, Adams quipped.

Authors of the new bills in Parliament have titled them with modern buzzwords such as "equity" and "discrimination," Adams noted, "and for a good reason: you'd look bad trying to oppose anything with equity in the title and even worse if you resisted a law that aims to rid the workplace of discrimination."

Ontario's pay equity law is a perfect example, Adams said.

Ultimately, the act imposes compulsory arbitration on virtually all wages in the labor market—an act of unprecedented intervention far removed from the old minimum standards idea.

PENSIONERS' PROPOSALS

The National Pensioners and Senior Citizens Federation had a delegation in Ottawa recently for a busy schedule of meetings with government officials.

The group emphasized in talks with the Hon. Thomas Hockin, minister of state for finance, that income taxes affecting seniors should be fair and equitable. There should be no sales taxes on food, they added. They also told the minister that the $1,000 interest and dividend deduction which was eliminated should be returned as a tax credit, as it was one of the few deductions that have benefited small investors and people on low incomes.

In talking with other ministers, they pointed out that there is poverty among many of their members, and there are concerns regarding housing, long-term health care and pensions.

PRIVATIZATION PICTURE

According to Dale Lovick, MLA (NDP) for Nanaimo, B.C., in 1984 the Saskatchewan highways operations were sold off at fire sale prices.

About $40 million worth of equipment was sold off for just $6 million. Since then roads of the province have been steadily deteriorating and the number of fatal accidents has gone up, says Lovick.

Robin Cook, the Labour Party critic for social services, stated that unemployment in Britain has doubled since Margaret Thatcher, who started privatization, became prime minister.

Dr. Richard Smith, assistant editor of the *British Medical Journal,* has published a study entitled "Unemployment and Health: A Disaster and a Challenge", which contains evidence that 3,000 people a year are dying prematurely due to the effects of unemployment, and that 40,000 would die from that cause by the end of the century.

"The deaths will be from suicide, cancer, accidents, poisonings and violence provoked by the impact of unemployment on mental and physical health," he stated.

PURCHASING POWER STUDY

A new study on purchasing power parity between the United States and Canada shows gross domestic product per person, an indicator of standard of living, at $14,835 in Canada compared with $16,494 in the United States in 1985.

The study was reported by the U.S. Department of Labor's Bureau of Labor Statistics and was conducted jointly by BLS, Statistics Canada and the Organization for Economic Cooperation and Development.

The study compares American and Canadian purchasing power without using market exchange rates to convert currencies. Instead, the research compares prices of a specific basket of goods and services in both countries to derive indexes of purchasing power. These measures—Purchasing Power Parties—are similar to conventional price indexes, but they compare prices for a market basket between countries rather than one purchased in the same country over time. The new estimates are considered a more accurate reflection of comparative costs than those provided through the use of exchange rates.

New journeymen honored in Western Pennsylvania

The Carpenters District Council of Western Pennsylvania honored its new journeymen at a recent banquet held at the William Penn Hotel in Pittsburgh, Pa. Graduates included Scott Anderson, Mark Baran, Mark Bastin, Herman Blatz, Ron Brant, James Bridgeman, Edward Brozek, David Capponi, Joesph Chandler, Michael Corrigan, Charles Culliver, Angelo DeCaria, Boda Driskill, Louis Eastman, Robert Easton, Joseph Emanuele, Douglas Giovannelli, Wilson Hall, Everett Hanna, Thomas Hannan, Kenneth Hughes, Andre Johnson, Dennis Jones, Robert Klein, Eldon Kunkle, Richard Leeds, Joseph Lippert, Mark Logan, Robert Lynch, Donald Madeja, Michael Matts, Kevin Maxshure, Peter McAnallen, Timothy Meehan, Vince Merlino, Edward Mikita, Gary Mizla, James Nichols, Alice Ogorodny, Brian Reese, Ronald Sayers, Gary Schmidt, Randall Shrader, Gregory Shumaker, Craig Simoni, Bruce Slattery, Duane Taylor, David Thomas, Dennis Torok, Michael Trimmer, Donald Tuomi, Mark Washington, Mark Worrall and Nick Yeckel.

Tulsa mill-cabinet apprentices help local celebrate Christmas

The Tulsa, Okla. Mill-Cabinet Apprentices designed and constructed an old fashioned cabine that included changing particle board into rocks for the fireplace. A large nativity scene was constructed at one end and Peanuts and his gang skated on a pond at the other end of the cabin. The 40 feet of demountable panels were unveiled at the Local 943 annual Christmas dinner. The apprentices did all the work themselves under the direction of their instructor Don Powers.

After the covered dish dinner for over 300 members, wives, kids and grandkids, the group sang Christmas carols led by Don Powers and several apprentices. Santa, alias Danny Moore, squeezed through the fireplace and listened to the wishes of over 150 excited kids. Each child left Santa's lap with a stocking full of goodies and a balloon.

The decoration of the hall was done under the direction of Barbara Powers, a friend of every child in the world.

All of the 32 apprentices involved are employed by Oklahoma Fixture Company of Tulsa. They employ over 400 of our members and are firm supporters of apprenticeship. In addition to their financial support, they donate many thousands of square feet of materials and laminate to the program each year.

Christmas carols were led by Don Powers, instructor, Daryl Bradley, Richard Mooney, Robert Higgins, Jack Scribner, Jorge Santiago and David Slinkard.

Santa Claus appeared at the Tulsa apprenticeship dinner this year to visit with the children present. Each child received a stocking full of goodies and a balloon after talking with Santa. Shown here are Santa (Danny Moore), Robert Higgins, Don Powers and Cathy Powers with some of the children visiting Santa.

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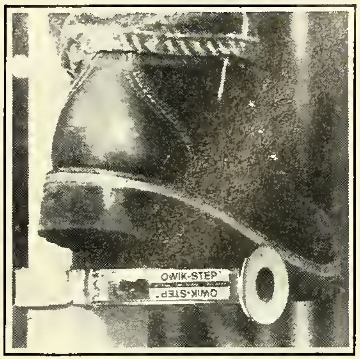

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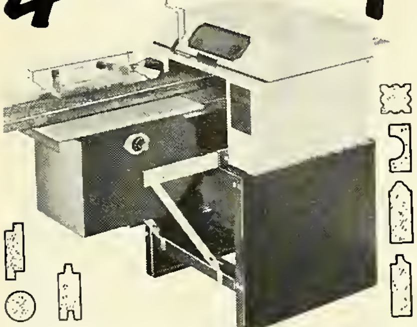
4 Power Feed TOOLS in 1



Now you can use this ONE power-feed shop to turn rough lumber into moldings, trim, flooring, furniture — ALL popular patterns. RIP-PLANE-MOLD-SAND... separately or in combination with a single motor. Low Cost... You can own this power tool for only $50 DOWN!

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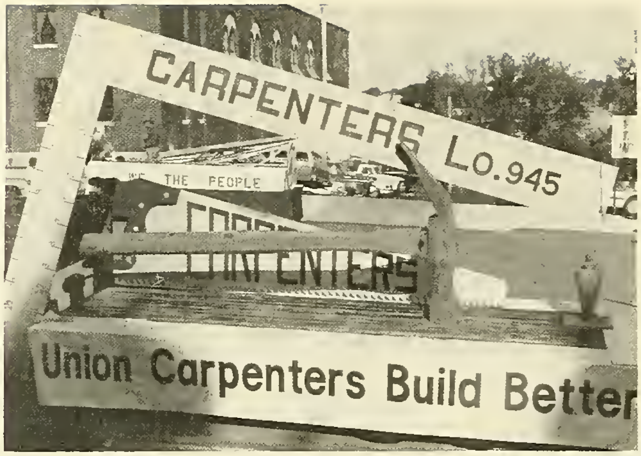


A first place award went to the Central Missouri District Council Apprenticeship Training Program, below, for the float entered in the 10th annual Labor Parade. Second place went to Local 945, left.

First, second places in Missouri parade

As a tribute to the 50th anniversary of the U.S. apprenticeship program, a float sponsored by the Central Missouri District Council Apprenticeship Training Program won first place in the 10th Annual Labor Parade in Jefferson City, Mo.

The float judging was based upon construction, originality and appearance. The Council's winning float was selected over 22 floats sponsored by different labor organizations. The unit contained miniature models showing the different carpenter skills.

Union carpenters in the area took additional pride in winning second place with an entry sponsored by Local 945. This float displayed a 14-foot hammer, sculptured with a chain saw from two trees by Business Representative Maurice Schulte; a three-foot plumb bob carved by Gerard Dudenhoeffer, a trustee of Local 945; an 18-foot square and saw, all of which were projects of members.

1988 Carpentry Conference set

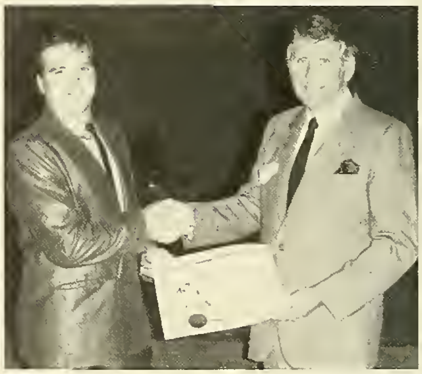
The 1988 Carpentry Training Conference has been scheduled for May 9–13 at the Hilton Plaza Inn in Kansas City, Mo.

The conference is scheduled to begin at 9 a.m. Tuesday, May 10, and it will conclude at 4 p.m. on Thursday, May 12. A circular letter giving detailed information on hotel registrations has been sent to all local unions and district, state and provincial councils, training directors and coordinators, and chairmen and secretaries of joint apprenticeship and training committees.

The theme of the 1988 conference is "Union Training Environment," and an agenda on this theme is being compiled. It will include national standards revisions, flexibility in training, intake and pre-apprenticeship, the scholarship loan agreement, and problems related to "intent to hire."

The conference hotel has announced a cutoff date for reservations of April 9, so participants are urged to make their reservations as soon as possible.

Wheeling grad



Ron Snyder, Local 3, Wheeling, W.V., received his journeyman's certificate from International Representative Everette Sullivan at a recent celebration.

Pittsburgh grads

Local 2274, Pittsburgh, Pa., graduating apprentices were awarded journeymen certificates. They were, from left, Greg Lozovoy, Jim Buzzanco, Bill Garland and Sharon Prescott.

Cleveland center begins third year

The Cleveland Carpenters JATC is composed of 14 members, seven from labor and seven from management. The JATC is directly responsible for the operation of the Cleveland Carpenters Training Center, which is now starting its third year of operation. The committee members, pictured above, are Leo Leiden, Leiden Cabinet Co.; Robert Snell, Emerson Construction Co.; John Heyer, Local 1108 business agent; Jim Brown, CISP director; Tom Welo, Carpenters District Council executive secretary; Wayne Hamilton, Machinery Aligners and Installers; Joe Duale, Albert M. Higley Co.; Ed Kelley, Local 1871 business agent; Don Dreier, Donley Construction Co.; Phil Vitanza, Local 1750 business agent and committee vice chairman; Jack Cahill, Local 254 business agent; Al Marotta, Acme Arsena Co. and committee chairman; Dan Molchan, Local 1365 business agent; and Jim Hamilton, Dunlop-Johnston Construction Co.

The picture above shows the night school instructors for the journeyman upgrading class. The Spring 1987 class marked the largest enrollment in this class, which has been offered for the past 25 years. The classes are offered twice a year in two 15-week sessions.

The instructors include Robert Herman, millwright; Mike Rinella, metal studs and drywall; Pat McCafferty, stair building; Harold Roush, arc welding; Tom Welo Jr., optical tooling; Paul Cavasini, level and transit and construction estimating; Steve Zadd, floorlaying; Al Kuzmin, beginning and advanced cabinetmaking; Kim Parker, machine shop; Al Reitsman, blueprint reading; and John Sadowski, roof framing and apprentice coordinator. Not shown are Keith Rosen, MIG-TIG Welding and Dan Tober, millwright machine shop.

Richmond grads

Apprenticeship graduates from Local 388, Richmond, Va., were recently honored with a dinner at the Engineers Club. Honored were Leonard Bottoms, Curtis Short, Timothy Miller, Pamela Courtney, Sandra Buisset, Eugene LeVines, Gerald Bowers and Christopher Dunn. James Frampton, also a graduate, was unable to attend.

Portsmouth grads

Local 437, Portsmouth, Ohio, recently honored its apprenticeship graduates. Shown here are Business Representative Norvel Davis, graduates Steve Shoemaker and Jeff Geary and Third District Board Member Thomas Hanahan.

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Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Retirees on parade

RETIREES' CLUB
5

Retirees Club No. 5, Bloomington, Ill., had a float in the city's Labor Day parade. Among those aboard were Wayne Fagerburg, Marguerite Fagerburg, George Harms, Robert Craig, Laverne Craig, Toni Harms, Ruth Brooks, Leo Passmore, Lola Madix, Ed Madix, Earl T. Johnson and William Nance. Johnson was honored as "Carpenter of the Year" at the annual picnic of Local 63.

Scenes on saws

Russell B. Stevens, a retired member of Local 155, Plainfield, N.J., has an unusual hobby. He paints landscapes on hand saw blades. Here are two: a beach scene complete with lighthouse and a winter scene deep in snow. A 44-year member of the UBC, he retired in 1974, and now he paints on canvas, dinner plates, and saw blades, as he finds them.

Florida retirement

Harry Coton joined Local 146, Schenectady, N.Y., in June, 1923. He became a foreman on such jobs as the Saratoga Battlefield Museum, local churches and post offices. He retired in 1960, he marked his 90th birthday in September. He and Mrs. Coton are at a nursing center at Deland, Fla.

COTON

BOYCOTT AMOCO PRODUCTS
NO TO AMOCO

Two officers of Retirees Club 27—Vice President Larry Hess and President Duke DeFlorio—outside the Local 599 union hall with an Amoco boycott sign.

Art Mondud, Harold Neil and Leo Ceroni distributing boycott flyers in the parking lot of a shopping center in Hammond.

Hammond retirees join Amoco boycott

When the Northwestern Indiana Building and Construction Trades Council launched a boycott against Amoco because of its construction hiring practices at that time, the members of UBC Retirees Club 27, Hammond, Ind., joined the public demonstrations. They distributed leaflets in shopping centers, carried placards and marched in parades. Members of Carpenters Local 599 called the support of the retirees most-valuable to the campaign.

Hesby and Dorothy Nash, center, enjoyed a surprise celebration of their 50th wedding anniversary at the club's Thanksgiving party.

More than 100 members and friends attended a Club 27 Thanksgiving party last November, which became a reunion for many retirees of the area. A highlight of the occasion was a surprise celebration of the 50th wedding anniversary of a couple in the organization.

Make Safety a Habit!

These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.

To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

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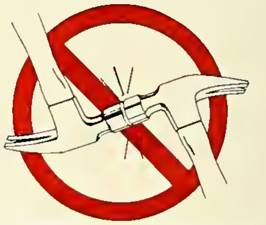
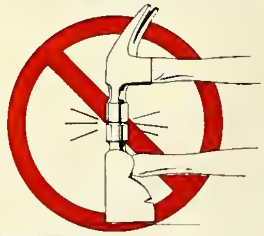
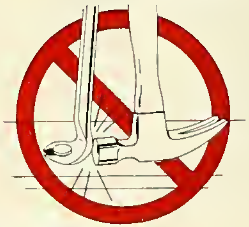


DON'T strike one hammer with another!



DON'T strike a hatchet with a hammer!

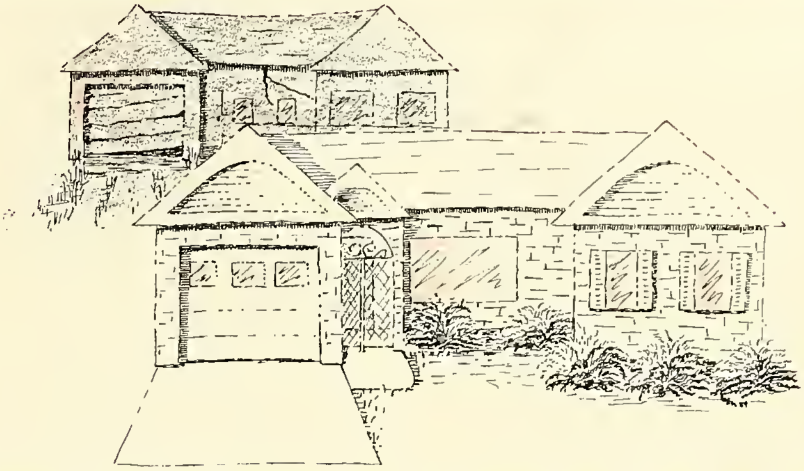


DON'T strike a nail puller with a carpenter's hammer!

CONSUMER CLIPBOARD

Many Consumers Not Buying Home Equity

Second mortgages became "home equity loans" under new terminology of nation's banks



Only 6% of all homeowners surveyed last year had established a revolving line of credit secured by their home equity, contrary to the expected large numbers indicated by a Federal Reserve Board study. Another 1% have applied for a loan but were still waiting, according to the survey. An overwhelming number of consumers expressed no interest in applying for such a loan.

Home equity loans were mainly used to pay debts and finance home improvements. The loans have been available for several years, but three-fourths of the existing accounts have been set up since 1984.

This year financial institutions have aggressively advertised the loans for the first time because the tax reform act of 1986 eliminated the tax deduction for consumer interest but retained mortgage-related write-offs.

Earlier this year Fed economists noticed that the level of consumer installment debt was declining while mortgage debt was rising. They interpreted the unexpected change to be the result of new home equity loans.

This study seems to be contrary to private studies as the Fed suggests that home equity loans are booming. A spokesman from the Consumer Banker Association said it would take time for consumer interest in the loans to show up in the data.

The reason for the growth is obvious. Why pay 18% interest on a credit card when you can pay 9.5% on a home equity loan?

Congress is considering removing some of the interest deduction available on home equity loans. The House Ways and Means Committee heard testimony on the subject last year. The subject is still under consideration.

Employee workplace rights booklet

The U.S. Department of Labor's Occupational Safety and Health Administration has issued a new booklet, "OSHA: Employee Workplace Rights," which is available from the agency's regional and area offices throughout the nation.

The 16-page booklet explains in detail the rights and responsibilities an employee has in the workplace under the Occupational Safety and Health Act of 1970. It encourages employers and employees to work together to remove hazards.

Employee rights include safety and health information on an individual's workplace, information on OSHA inspections, notification on variances to OSHA standards and exercising rights under the OSH Act without fear of punishment. Employees are responsible for complying with OSHA standards and employer safety rules such as wearing protective equipment.

One free copy of the new publication (OSHA 3021) is available from the nearest OSHA regional or area office. OSHA offices are listed in the U.S. Government section of the telephone directory under the U.S. Department of Labor. Requests also may be sent to the OSHA Publications Office, Room N-3101, 200 Constitution Avenue, Washington, DC 20210. A self-addressed label should be enclosed with each request.

When to contact Social Security

It is important for people in cities and towns around America to know when to contact Social Security, according to the Social Security Administration.

Not knowing when to contact Social Security for information or documents could mean lost benefits which could never be recovered, SSA said.

A person should check the local phone book and contact Social Security before getting his or her first job because a Social Security number is required. Also:

- After a death in the family to see if survivor benefits can be paid;
- When someone in the family is disabled to find out if disability benefits can be paid;
- At retirement—at 65 for full rate benefits, or as early as 62 for reduced benefits;
- A person should sign up for Medicare two or three months before 65 even if there are no retirement plans.

Christian Brothers boycott continues

A UBC boycott of Christian Brothers wines began during the holiday season, just ended, according to UBC General President Patrick J. Campbell.

The action results from almost a year of unsuccessful negotiations with Christian Brothers in which members of the North Coast Counties of California District Council have been unable to obtain construction work from the company. All work is going non-union. Until 1986, the North Coast Counties of California District Council had maintained a long-standing and mutually beneficial relationship with the West Coast wine producer.

While UBC members boycott Christian Brothers, a request for a full boycott by all AFL-CIO affiliates is under consideration.

Labor News Roundup

NLRB to NFL: pay strikers $25 million

The National Labor Relations Board has officially ordered the National Football League to pay up to $25 million in wages and bonuses to striking players who were prohibited by the owners from playing on October 18 and 19.

The NLRB complaint, issued by its Baltimore regional office, charged that the NFL Management Council violated federal labor law by discriminating against members of the Players Association after they unconditionally ended their 24-day walkout.

The Board cited an NFL memo declaring that strikers would have to report by Wednesday to be eligible to play the next weekend. However, strikebreakers were allowed to sign up the day before the games. The owners were ordered to pay the players for the missed game, plus the pro-rated share of any bonuses due.

The management council is appealing the case to an administrative law judge of the NLRB. A hearing has been scheduled for February 8 in Washington, D.C. Either side can appeal the judge's decision to the five-member NLRB. After that, it can go to the courts.

Pilots of two regional airlines vote for ALPA

The pilots of Atlantic Southeast Airlines, a regional carrier based in Atlanta, Ga., and Dallas, Texas, have voted for union representation by the Air Line Pilots Association.

Results of the ballot were announced recently by the National Mediation Board, which oversees airline representation elections. Atlantic Southeast now employs over 450 pilots.

Atlantic Southeast serves 44 cities in 13 states, from Virginia to Texas, with a fleet of DHC-7, Short SD360, EMB 120 and 110 aircraft.

In another balloting, the pilots of Crown Airways Inc., a Allegheny commuter carrier based in Du Bois, Pa., also voted for union representation by the ALPA.

Crown Airways now employs about 60 pilots, and serves cities in Pennsylvania, West Virginia and Ohio with a fleet of DHC6-300 and Shorts 330 aircraft.

ALPA, founded in 1931, is the largest labor union and professional organization of U.S. airline pilots. It is affiliated with the AFL-CIO and holds collective bargaining rights for 40,000 airline pilots at 43 carriers. In its professional role, ALPA is the industry's leading air safety advocate.

Juvenile Shoe removed from boycott list

A four-month boycott against Juvenile Shoe Corp. has ended successfully, according to the Amalgamated Clothing and Textile Workers Union.

ACTWU President Jack Sheinkman said, "What we've done with Juvenile Shoe is reverse the trend. This success shows us that a union can strike and win. Until now, Southwest Missouri was a graveyard for unions who dared to strike."

The new contract provides that all striking employees retain full seniority rights, the right to return to their previous jobs, seniority rights over the workers who remained in the plant, up to a five percent increase in wages, holidays, health insurance coverage for themselves and their families. The new contract also provides that workers will be able to challenge piece rates. The replacement workers will join the ACTWU Local.

Detroit home of the sitdown shuts down

General Motors' Flint, Mich., body assembly plant has closed its doors after 60 years in operation and 50 years after it served as the site of one of the most famous strikes in labor history.

In 1936–1937, Auto Workers conducted a 44-day sitdown strike at the Flint Fisher body plants to win recognition for the union. The strike, which began the day before at the Fisher body plant in Cleveland, spurred renewed auto industry strikes, with Cadillac and Fleetwood Body Works following suit.

The Flint shutdown laid off 3,200 workers. GM's other shutdowns and production cutbacks affected 1,800 workers in Pontiac, 3,300 workers in the Fleetwood/Clark St. plants, 1,300 at the Central Foundry Nodular Iron in Saginaw, and 1,600 workers at the Lakewood, Ga., assembly plants. An estimated total of 29,000 GM workers will be on temporary or indefinite layoff in the coming months.

Letter Carrier gets the wrong post office message

Letter Carrier Gary Craycroft of Satellite Beach, Fla., was telephoning in an outdoor booth when he saw an unoccupied car rolling backward in the direction of an elderly woman and gasoline pumps.

Acting quickly, Carycroft managed to turn the steering wheel to keep the car from hitting the woman and the potentially explosive pumps. In the process, Craycroft was thrown from the vehicle, injuring his left leg, right elbow and ribs.

What did Craycroft receive from his employers for his heroic deed? A plaque for valor, a citation for bravery? Not quite. The Satellite Beach Post Office sent Craycroft a letter of reprimand for participating in an "unsafe act." (PAI)

City of Hope bargaining becomes hopeless

"Friend of Labor" City of Hope, has turned its back on members of Office and Professional Employees Local 30 in Los Angeles, Calif.

Although there is no substantive evidence of financial difficulties as company officials claim, they have forced pay reductions and increased hours with no financial remuneration to Local 30 workers. The City of Hope arbitrarily implemented their offer of a 2% increase to select employees; a 40-hour work week from 35 hours with no wage differential, gave employees a stipend bonus and emasculated the seniority systems executing their own "bumping rights."

The union offer to accept a one year wage freeze and status quo on other key provisions was rebuffed by the company. Management has taken an antiunion attitude to the extent that Local 30 members are not allowed to discuss union matters at work. A nonbinding arbitration panel found that OPEIU Local 30 has been flexible in their proposals providing a basis for a fair contract, but the company has taken a "take-it-or-leave-it" stance.

Local 30 has had an agreement with the City of Hope for 25 years and organized labor has worked harmoniously with the organization in fund raising drives. However, the AFL-CIO Executive Council endorses the request of OPEIU for all affiliates to cease fund raising efforts nationally on behalf of the City of Hope until OPEIU is able to reach a fair contract.

Two unions that have contracts with the City of Hope—Service Employees International Union and the International Union of Operating Engineers—support the decision of the Executive Council.

Sidney Heller becomes Union Label secretary-treasurer

Sidney Heller was unanimously elected secretary-treasurer of the AFL-CIO Union Label and Service Trades Department to succeed John E. "Jack" Mara, who retired. Mara had been secretary-treasurer of the department since March 1982 and served as its president for two years prior to that. Heller, a longtime vice president of the New York State Union Label and Service Trades Department and the New York City Label Trades Council, is an international vice president of the Food and Commercial Workers and president of UFCW Local 888 in New York.

New Feet-Inch Calculator Solves Carpentry Problems In Seconds!

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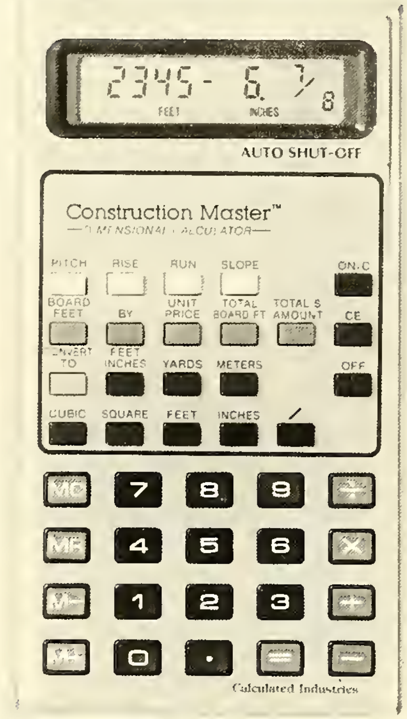

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You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions (3/8 + 11/32 = 23/32) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

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You can also convert any displayed measurement directly to or from any of the following formats: **Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.**

It also converts square and cubic.

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"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." **Robin Logan, Robin Logan, Inc., Salt Pt.,NY**

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PUZZLED PATRON

A gorilla walked into a bar and ordered a drink, paying for it with a $20 bill. Thinking he'd put one over on the gorilla, the bartender gave him only $1 change.

As the gorilla nursed his drink, the bartender struck up a conversation; "We don't get many of your kind in here."

Giving him a look, the gorilla answered, "At $19 a drink, I can't believe you get ANYONE in here."

LOOK FOR THE UNION LABEL

GRAVE NEWS

A man walking home through a cemetery late one night fell into a newly dug grave and couldn't climb out. His frantic cries for help were finally heard by a tipsy passerby.

"Help me," pleaded the trapped man. "I'm freezing down here."

The other man peered unsteadily over the edge of the grave. "No wonder," he observed. "You kicked all your dirt off."

—Shopper News

FOOLED HIM

A little girl about to take her first trip alone was warned about talking to strange men.

At the station the conductor asked, 'Where are you going?"

"To Detroit," she answered, so he put her on the Detroit train.

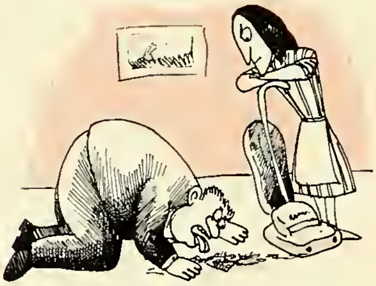
As the train pulled out she looked out the window and yelled, "Ha, ha. I fooled you that time—I'm going to Chicago."

DON'T BUY L-P

THAT OLD LINE

Adam is the only man who couldn't say, "Haven't we met before?"

BE AN ACTIVE MEMBER



EAT MY WORDS

A carpet sweeper salesman asked a lady if he could demonstrate his sweeper on her carpet.

She agreed. He threw some fine dirt on her carpet and said, "If this sweeper doesn't clean up all this dirt, I'll eat it."

"You'd better start right away," said the woman. "We don't have electricity."

Chuck Townsend

BUY UNION * SAVE JOBS

BASEBALL

Two men were talking. One man said to the other "You know, the average ball player makes more money than the president of the United States?"

The second man asked why.

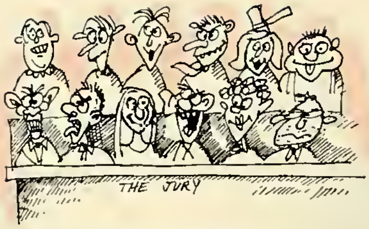
"Because the president doesn't want to play ball," he said.

—Claude S. Byers

* * *

THIS MONTH'S LIMERICK

There was a young lady from
  Lynn,
Who was so excessively thin,
  That when she essayed
  To drink lemonade
She slipped through the straw
  and fell in.



LOADED VERDICT

"What possible reason can you have for acquitting this defendant?" The judge shouted at the jury.

"Insanity, your honor," the foreman replied.

"All twelve of you?" bellowed the judge.

—Globe

USE UNION SERVICES

TOOLS OF THE TRADE

Little Mike: "Daddy, can I help put the snow chains on the tires? I know all the words to use."

BUY U.S. AND CANADIAN

FISHING TALES

Two guys met in Miami Beach.

The first fellow said, "I was fishing last week and caught a fish that weighed 450 pounds."

The other fellow looked back at him and said, "I was fishing last week too, and I didn't catch anything. But I pulled up the hook, and on it was a lantern from a ship. I could only guess how many years it had been lying in the mud, because it was covered with seaweed and barnacles. But I washed it off, polished it, and there on the bottom was an engraving, 'Manufactured in 1466.' Now, as you know, 1466 was before Columbus arrived in the New World, but would you believe it: That lantern was still burning!"

To all this the first man replied, "I'll take one hundred pounds off the fish, if you'll blow out the light."

ATTEND LOCAL MEETINGS

COWBOYS AND INDIANS

We had just moved into our new home out west, and my young son was standing on the front porch surveying the new neighborhood. A little girl skipped up the street and introduced herself.

"Did you know that I'm half Indian?" she asked him.

My son looked her straight in the eye, pulled himself up to his full six-year old height and replied, "That's nothing. I'm all cowboy."

*—R.A. Bowlin, wife of member
Local 201, Winfield, Kan.*

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Chicago, Ill.

CHICAGO, ILL.

A dinner was held by Local 434 in honor of 25 and 50-year members for their service to the Brotherhood. They included, front, Bruce Nelson, conductor; Richard Sarvey, recording secretary; Robert Scholtens, financial secretary, William Beemsterboer, president; Edward Nelson, business representative; Leif Skrodal, trustee; Stanley Kazwara, trustee; and 50-year member Joseph Beneventi, warden.

Back row: Arthur Valliere, Treasurer, William Hall; Cornelius Venhuizen, William Porter, Kenneth Swart, Bernard Krause, David DeVos and Peter Meneghetti, trustee.

Baltimore, MD—Picture No. 1

BALTIMORE, MD

Local 1548 honored its members with long service to the Brotherhood in an early fall celebration.

Picture No. 1: Ruth Jensen, center, was presented with her husband's 40-year pin by John Schmitz, business agent, and Jack Johns, president. Mr. Jensen recently passed way.

Picture No. 3: Joe Gilbert, 25-year member.

Picture No. 2: 35-year members Howard McCoy and Robert Jennings.

year member.

Picture No. 4: 20-year pins were presented to William Wingate, Mike Schmidt, Claude Welch and John Hofmeister.

Baltimore, MD—Picture No. 2

Picture No. 3

Baltimore, MD—Picture No. 4

FORESTVILLE, MD.

Forestville, MD—Picture No. 1

Picture No. 2

Forestville, MD—Picture No. 3

Forestville, MD—Picture No. 4

Local 132 presented members with lapel pins and certificates for their service to the Brotherhood after a regular meeting.

Picture No. 1: James Buch Sr., and James S. Merkle were presented with 50-year pins.

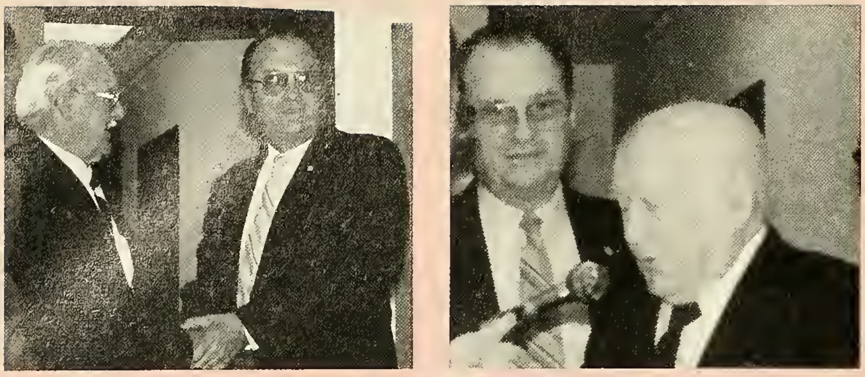
Picture No. 2: Vincent Giampietro, 50-year member.

Picture No. 3: 45-year members were, front, George Toder and James B. Thomson.

Second row, George Basso, Ralph German and Denver Sasser.

Back row, August Myers, James Goodman, George Grove and Frank Duvall.

Picture No. 4: Shelby Colbert, Claude Tharpe, John Underwood and Willie Mann were presented with 40-year pins.



Inglewood, Calif.—Picture No. 1—Nelson, left; Miller, right, with General President Lucassen.

UNITED BROTHERHOOD OF CARPENTERS LOCAL UNION

Inglewood, Calif.—Picture No. 2

OF CARPENTERS LOCAL UNION 24

Inglewood, Calif.—Picture No. 3

UNITED BROTHERHOOD OF CARPENTERS

Inglewood, Calif.—Picture No. 4

UNITED BROTHERHOOD OF CARPENTERS 2435

Inglewood, Calif.—Picture No. 5

OF CARPENTERS LOCAL UNION 2435

Inglewood, Calif.—Picture No. 6

INGLEWOOD, CALIF.

Local 2435 recently honored its members with 25 or more years of service.

Picture No. 1: Paul Miller, right, and Arthur A. Nelson shown with Sigurd Lucassen, First General Vice President, were honored for 65 years.

Picture No. 2: 45-year members honored were Edward J. Bergschneider, Paul Gilbert, T. Reed Sadahiro, Lawrence R. Schott and John Schuster.

Those not shown are Leo Altobella, Ernest C. Bode, Clarence Bouttee, Paul Braunbeck, William Chenier, Claude Curtis, Robert Domenico, Lawrence R. Fessenden Sr., Hubert C. Hansen, Robert Higginson, Irving Hutchings, Clyde James, Francis W. Johnson, Julius Johnson, Lawrence E. Kellett, Oscar King, Lloyd Landcaster, N.J. Newman, Gustav H. Olson, Louis B. Ortiz, C.E. Patton, Robert B. Pluym, Louis Rudd, John F. Russ, Paul Tuttle Sr., Harvey Williamson and Harold Youmans.

Picture No. 3: Members honored for 40 years of service included Page I. Wiberg, Leo Glass, Leon Ahlstrom, William A. Seppanen, Johnny Lydon, Bernard Bauman, Joseph Halwax, Chester D. Weiche, Prentiss Kirk, Richard R. Whittaker, Carl Peters, Thompson Parrett, Arthur J. Cheshire, Harold E. Blada, James L. Willemsen, Bert J. Barr and Curtis C. Hanson.

Those not shown are Harman R. Azbell, Otto B. Berg, George W. Birnie, Gordon R. Bittore, Sidney Blakeney, Edward Boutte, Delbert Brossard, Carl W. Bradley, Lowell Butterfield, Gerald Carver, William Carson, Steve Chowka, Anton V. Christenson, Robert Cherry, Francis R. Cody, Donald Cook, Kenneth Cross, James DeMaio, Alvon Elder, M.A. Feller, Robert L. Finley, Noah A. Gates, William Gaten, Edward Gibson, Paul Goff, Andrew Grotz, Albert Hammel, Ben Hawse, James E. Heintz, Lyod E. Hoefer, Jack Hutler, Howard T. Irving, Francis W. Johnson, Robert G. Johnson, Ted Kelly, Oscar Klatte, Arthur H. Kuhlman, Doyle E. Lister, Hjelmar Magnuson, Albert A. Martin, Clovis Martinet, Christopher Mathewson, Thomas B. Mathis, F. V. Maxon, George Mello, Edward T. Michaels, Lester Moe, Harold C. Dwen, Elwin H. Raikes, Watson Reed, Robert Rieboldt, Benie J. Roquemore, Edmund Rucinski, Reedy Rummel, William Runions, Royal Sappington, Adamar B. Skomski, Glen Sparks, Leonidas J. Stibbs, Arthur B. Terwey, Owen L. Thomas, Avery J. Timms, DeeDee Todd, Daniel Trepanier, Francis L. Tucker, Donald E. Walther, Herbert Waters, H. Leon Watson, Clarence Welte, J. Glen Wilson, Armin G. Wood and Loeonad C. Zinn.

Picture No. 4: 35-year members honored were Paul W. Sigur, Judge John Lynch, Willie Zindric, William 'Red' Egan, president, Charles A. Wilt, Glen J. Stark, David G. Ralston, Lee Dodik, Joe Damico, Russ K. Slaughter, Floyd Clay, business representative, Local 1437, Jackie Barnett, financial secretary, and Frank Hageman.

Those not shown are Max E. Beatty, John L. Brawley, Reyes Candelaria, Louis Cato, Ralph Chenier, Ronald Clews, Alexander Escalante, Thomas F. Fedderson, Frank Festerer, Dale R. Fischer, Charles E. Frohner, Frank J. Frontino, Lorman M. Griffith, Donald J. Harris, Edward Haynes, Irving E. Hutchins, Leon Janowak, John J. Jost, Stanley Kalt, Steve Kardos, Robert Kuykendall, William Kuzyk, Richard Lampe, Victor Larey, Donald Lasley, Jack

Inglewood, Calif. cont.

Lawhon, Arlie J. Lisech, Olin Lovelace, Aubrey J. Maspero, Jerald Niebel Jr., Martin O'Connor, Leo F. O'Donnell, David H. Phillips, Joseph Pozzuoli, Lowell Ramsey, Roger Remhof, Clarence Rixey, Lyle Rothenberg, Howard E. Sappington, Pierce L. Sill, Glen Stark, Harry J. Thompson, Carl V. Tiede, William Webb, Raymond Williams, Ceasar Williams Sr., Ladell Williams and William B. Wines.

Picture No. 5: 30-year recipients were Sam Edwards, Cliff Lager, Oliver Barichere, Larry Buettner, Toshimi Kitagawa, Kenneth Hirakami, Hiroshi Kuboyama, Niels C. Nelson and David Hobbs.

Those not pictured are Florian Alter, Dale Bastian, Guy D. Benson, Lawrence F. Boll, Edgar L. Bowland, Phillip Brown, William Carney, John Deering, John Duda, Fredrick Easton, John T. Edis, Herbert L. Greer Jr., Mervin E. Harry, Johnny D. Imboden, James F. Jack, Truman Johnson, Robert Kawakami, Benjamin L. Kennedy, Ervin F. Knwbusch, Boyd A. Lake, Everett L. Lawrence, Thomas Lifsey, Billy I. Little, Joseph J. Mancuso, Antonio Marquez, Thomas J. Moore, Charles R. Payne, Eleder Robinson, Edward Rosenthal, Patsy F. Rutigliano, Peter Schoenberg, Al Sperling, Ruben Stroh, Moses E. Ward, John Weede, Joe Wyhowanec and Michael Wyhowanec.

Picture No. 6: Those receiving 25-year pins included Hans Haberman, Pelton Rogers, vice president, Charlie Martin, Frank Preston, Bob Clubb, past president, William 'Red' Egan, president and Matt Buzzard.

Those not pictured are Loren D. Anderson, Terry L. Ayer, Luis DeLaRosa, William Farmer, Herman Hass, Otto J. Harkins, Frank Henson, Lester Huff, Clinton Jarreau, Charles G. Martin, Albert R. Niles, Robert Patrick, Herbert E. Perley, Grant Rainey, Johnnie Schick, Charles Stewart, George Schmidt, Ralph Stiffler, William Tubbs, Wendell Vannatta, Lawrence Vanderbosch, William Waters and Raymond Williams.

ENGLEWOOD, COLO.

Carpenters and Millmen's Local 1583 held a recognition luncheon for membership with longstanding service to the Brotherhood at the Applewood Inn.

MARVIN

Picture No. 1: 50-year member Glenn Marvin.

Picture No. 2: 45-year members were, front, Arthur Venard and John Tricarico.

Back row, Andrew Rachak, Frank Pol and Robert Lamping.

Picture No. 3: 40-year members honored were, front, Edward Rylands, Robert Eppinger and Ernest Mudra.

Back row, Keith Bashor, Robert M. Lirke and William H. Benns.

Picture No. 4: Joseph Motnyk, Frank Straffοce and Donald Nuffer were honored for their 35 years.

Picture No. 5: 30-year members honored were Robert Schroder, Norbert Nolde and Josef Huber.

Picture No. 6: 25-year members were Jakob Dvoracek, Frank James and William DeJean.

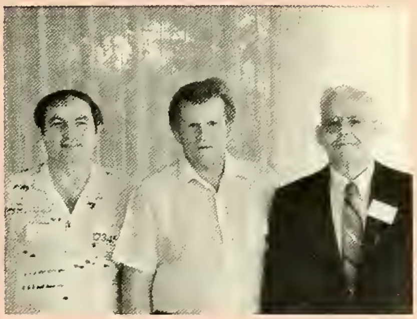
Picture No. 7: 20-year members honored were, front, Cecil C. Hughes, Leroy Hopes, David H. Quintana, Eugene F. Williams and Raymond Cordova.

Second row, Dausie Greathouse, David H. Quintana, Arnold Valdez, Amador Valdez, Henry Trujillo, Joe Trujillo and James Nightingale.

Back row, Ervin Cooley, Moises Martinez, Moses Haro, Chest Atchley, Robert Bott, George Prince and Richard Sawyer.

Englewood, Colo.—Picture No. 2

Englewood, Colo.—Picture No. 3



Englewood, Colo.—Picture No. 6

Englewood, Colo.—Picture No. 4

Englewood, Colo.—Picture No. 5

Englewood, Colo.—Picture No. 7

STATEN ISLAND, N.Y.

The following members were honored at a regular meeting of Local 20:

70-year members: Olaf Larsen and Ole Olsen.

60-year member Karl Nilsen.

50-year member Clifford Stonier.

45 year members: Andreas Andreassen, Anthony Butera, Jelino Formicola, Andrew Bellina, Richard Espenbaum and George Lakonen.

40-year members: Edwin Anderson, Ross Cocozza, Anthony Delisa, William Erkman, Paul Giarletta, Gus Jensen, Gaetano Lamberti, George Leanza, Arthur Nelson, M. Notofrancesso, Norman Olsen, Sigfried Pearson, John Potusek, Cosmo Serio, Batista Tomasello, Bernard Varriano, Edwin Carlson, Edward Currier, Joseph Doucett, Anthony Gallo, Michael Grasso, Stanley Lada, Walter Lawler, Bernt Nesse, Stanley Nilsen, Kenneth Olsen, Ralph Omholt, Anthony Pistilli, Sam Rutigliano, Douglas Snyder and Jack Vanstratum.

35-year members: Joseph Bodenschatz, Chris Carnivalle, Anthonio D'Antonio, Angelo Fazio, Einar Johnsen, Louis Lamperti, Mangar Oines, Vincent Shreck, George Ward, Bjarne Hansen, Edward Kramer, Phil Mollica, Ewalds Pilsums and Henry Smith.

30-year members: Steve Bihun, Ernie Borghese, Vincent Caiozzo, Arman Chiaparelli, John King, Ray Peterson, Michael Scocco, John O. Swenson, G. Vidringstad, Thomas Billante, Razio Bueta, George Cangilosi, Sal Dolcimoscolo, Louis Lopez, Rosaria Raia, Jerome Stamberger, A. Vidringstad and Harry Wilkinson.

25-year members: Joe Battaglia, Robert Candrilli, Robert Demonsi, Orland DosSantos, Leon Heidler, Peter Lore, John Rossitto, John Solle, Greg Battaglia Sr., Joe Celecki, Al Oevito, Patsy Esposito, Anthony Lammanna, William O'Niel Jr., and Edwin Schweers.

Williamsport, Pa.—Picture No. 2

Pasadena, Calif.—Picture No. 1

Williamsport, Pa.—Picture No. 3

Pasadena, Calif.—Picture No. 2

Williamsport, Pa.—Picture No. 4

WILLIAMSPORT, PA.

Local 23 recently honored members with 25 to 60 years of service to the Brotherhood at an awards banquet.

No. 1—HAMM

Picture No. 1: Arthur Hamm, 45-year member.

Members not pictured are William Boyce, George Brass, Anson Gamble, Harold Hill, John H. Miller, Frank Ransom, William Roadarmel, Ira R. Swartzlander and Charles Starr.

Picture No. 2: 40-year members honored were, front, James Crandall, Earl Furman, James Jamison, Oscar Merrill and William Mitchell.

Back row, Harry Morgan, Luther Moyer, Charles Propst, Donald Schriner, Joseph Schriner, Frank Szybist and Harold Woodhead.

Those not shown are Robert Ashenfelder, Ralph Boyce, Mason Chamberlain, Robert Deibler, Allen Douty, Alex Gilotti, Paul Gobora, Harold Harner, Bela Horvath, Robert Hummel, Stanley Karlovich, Edward Kotwica, Clinton Kramer, Wilbur Merrill, John Neece, Bernard Novakoski, Stephen Odell, George Pensyl, Joseph Quatrini, Cloyd Reitz, Lewis Stanley, Charles Wilvert, Herbert Zane and Joseph Zebrowski.

Picture No. 3: Members honored for 35 years were, front, David Bamberger, Luther Betsker, Joseph Checchi and Robert Dreese.

Back row, William Drumheller, David Hinaman, Robert Klinger, John S. Miller, George Mingos, William Owens and Clinton Tucker.

Those not shown are Anthony Antonio, Lloyd Clark, Luther Conrad, Robert Geiser, Bruce Gilbert, Roy Herrold, Ermie Hill, Lindley Hummel, Ralph Hunter, Max Jenkins, George Kirchman, John Mangino, Harold Natlack, George Moore Jr., Charles Nace, John Persing, Harlan Reitz, Arthur Russell, Harry Schenck, Earl Snyder, Fred Snyder, Ralph Taylor, Marlin Trego, Leo Turofski, Lewis VanCampen, Joseph Welteroth Sr., Samuel Williams, Robert Wydra and Joseph Young.

Picture No. 4: Members honored for 25 years of service included, front, Donald Hudson, Jerome Kalinoski, Elmber Kalmbach and Clair Springman.

Back row, Donald Hauck, Willard Kilmer, Dale Moyer, John Peifer, Calvin Swank and William Tressler.

Not pictured are, Norman Aikey, Daniel Boone, Kenneth Brink, Leon Burns, Charles Day, Elwood Ettinger, Robert Frawley, Kenneth Hockenbroch, Frank Jankowsky, Fred May, Walter Ostroski, Ralph Roberts, LaVerne Roupp, Fred Spotts and Claude Yohe.

Honored but not pictured was Robins Swank, 60-year member.

Also honored were 30-year members Budd Feaster, R. Daniel Gill, Robert Harris, Robert Hoover, William Kirkner, Robert Millheim, Waler Portzline, William Rohrbach, Joseph Scisly, George Steinhart, Orval Tittle, Joseph Tuttle, Eldon Westbrook, Dail Williams and Thaddeus Zdanowski.

BENTON, KY.

HUGHES

A.C. Hughes, Local 357, was presented with a pin for his 62 years of service to the Brotherhood. The pin was presented in Hughes' home in Paducah, Ky.

PASADENA, CALIF.

Local 769 honored some of its members of longstanding service to the Brotherhood at a recent meeting.

Picture No. 1: 50-year members honored were Otis Richardson, Clarence McAlpin, Thorvald Jensen, Ben V. Doda, Neal Wagner, William Frommling, Walter Thomasson, James Crusberg and Lawrence Green.

Not shown are Valmor Rochon, Foy Hodges, Paul Lancaster, Jacob Rempel and Elmer Waldo.

Picture No. 2: Durwood Sawyer, Floyd Milton and Harold Basset were honored for 45 years of service.

Not shown are Leo Fleshman, John Osmonson, Sven Malmgren, Roy Woodin, Clarence Erickson, Earl Nelson, James Smith and Frank V. Cowan.

Houston, Texas—Picture No. 1, above Picture No. 2, left

HOUSTON, TEXAS

Millmen's Local 724 gave a banquet for all its members early in the fall of 1987. At the banquet members were honored for their service to the Brotherhood.

Picture No. 1: Adam Cantu and Edwin Hejl were honored with 25 years of service.

Also honored but not appearing in a picture were Robert Riebeling, 33 years; Stanley Hablinski, 38 years; Olie Gebhard, 41 years; Lige Bielamowiez, 42 years; George J. Thrasher, 41 years; Charles Nowak, 44 years; and a special honor to John Doepping with 50 years of service.

Picture No. 2: Edward Holloway, 20 years of service.

LOS ANGELES, CALIF.

Members of Local 1506 were recognized for their service to the Brotherhood during a pin presentation.

Picture No. 1: George Pluso, 60-year member.

Picture No. 2: Charles Byler, 55-year member.

Picture No. 3: 50-year recipients were Eugene Parke, Frank Testa, Fred Phillips, "Slim" Ottman and Jack Kuppersmith.

Picture No. 4: John Bushman, Doug Coffin and Warren St. Amant were honored for their 45 years of service.

Picture No. 5: 40-year members included Ray Carpenter, Bill True, Jesse Crews, Guy Weaver, Charles Abblett, Paul Ogaz, Frank Golson, Juan St. Amant, Clyde St. Amant, Lee Spano, Ed McKervey, Clarence Dume, Lue Burnett, Ray Redmond, Ray Rice, Rusty Mullins, Virgil Stearm, Ray Peterson, Norm Kelly and Waind Wertanen.

Picture No. 6: 35-year members honored were Bobby Graham, Ray Cooper, Earl Howarth, Gus Hill, J.B. Phillips, Frank Batzek, Red Freeman, Defoster Miller, Norm Abrahams, Howard Duell, Art Eisele, Jerry Welch, Harvey Wolf, Dewey Lewallen, Jim Johnson, Paul Urgel, Swede Jensen, Joh Potter, Jacinto Chavez, Vince Hernschall and Lucien Guiol.

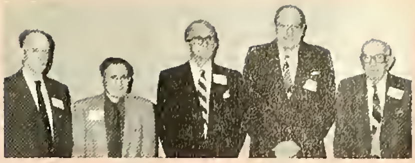
Picture No. 7: 30-year members honored were Elton Colbert, Walter Chaney, John Card, Ralph Leese, Bob White, Ralph Duncan, Mel Hull, Richard Alsup, Doug Hooper, Terry Matthews, Bill Salo, George Stoffel, Clark Rowton, Richard Thorsngs, Al Nygaard, Jim Beaver, Ken Pollard, Jack Logan, Tom Potter, Richard Wassell, Russ Wassell, Harold Phillips, Byron Young, Gary Williams, Frank Sims and Louis Lopez.

Picture No. 8: 25-year members honored were Chris Kennedy, Terry Kennedy, Joe Chapman, Don Snyder, Herman Cooks, Mel Nerd, Gary Gilbert, Robert Lebo, Roger Evans, Virgil Kimberling, Larry Butterbaugh, Richard Corman, James Cochran and Larry Harja.

Picture No. 9: Other 25-year members include Paul Bogsmiller, Robert Denver, Ramon Balandran, Joe Baur, Jack McElroy, John Layman, Richard Celmer, Bob Lloyd, Frank Diaz, Charles Davis, Richard Luna, Alex Shannon, Jack Logan, Ken Pyles, Ches Staggs, Kale Prouty, Burl Deardorff and Elmer Ohl.

No. 1—PLUSO

No. 2—BYLER



Los Angeles, Calif.—Picture No. 3

Los Angeles, Calif.—Picture No. 4

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to *CARPENTER* magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Los Angeles, Calif.—Picture No. 5

Los Angeles, Calif.—Picture No. 6

Los Angeles, Calif.—Picture No. 7

Los Angeles, Calif.—Picture No. 8

Los Angeles, Calif.—Picture No. 9

Salt Lake City, Utah—Picture No. 1

Salt Lake City, Utah—Picture No. 2

SALT LAKE CITY, UTAH

Local 184 honored its senior members with pins and certificates at an awards luncheon during the fall of 1987.

Picture No. 1: 50-year members honored were, front, Owen Ellis, H.J. Boettcher, Edwin C. Inkley, Carl Lange, Maurice Lyman and Severn D. Loder.

Back row, Richard Sperry and Walt D. Grow.

Picture No. 2: Members honored for 40 years of service and dedication were, front, William F. Hadley, Keith R. Crithfield, Ben Bell, William Bleazard, Truman Cope and Bert Cowlishaw.

Back row, Albert E. Jenkins, Earl B. Landry, L.R. LeCheminant and Ted J. Lee.

Picture No. 3: Members honored for 30 and 35 years were Stanley Odekirk, Donald S. Cook, Calvin C. Smith, Donald G. Reed, Keith W. Hill and John L. Tew.

Picture No. 4: Albert Giezendanner, James K. Owens, Gaylen Rock and LeRoy Johnson were honored for their 25 years of service.

Salt Lake City, Utah—Picture No. 3

Salt Lake City, Utah—Picture No. 4

East St. Louis, Illinois—Picture No. 1

EAST ST. LOUIS, ILL.

Local 169 had its annual pin presentation to honor its members of longstanding service to the Brotherhood. An evening meal of port steaks and bratwurst and sauerkraut was served to 95 men in attendance.

Picture No. 1: 40-year members honored were Russell Whittaker, Hughie Kinne, August Werner, Jim Kennedy, business representative, Frank Rekosh, Dale Williams, Leonard Johnson, Charles Harris and Milo Sulya.

Picture No. 2: Pins for 35 years of service were presented to Ron Ames, Frank Wayhorn, Kennedy and Robert Lehman.

Picture No. 3: Members honored for 30 years of service were Kenneth Waltermire, Jesse Ramsey, Kennedy and John Hammon.

Picture No. 4: Sam Penetti and Elvin Robertson were presented with 25-year pins.

Picture No. 5: Joe Tenllado, Kennedy and Dan Kime were presented with 20-year pins.

East St. Louis, Ill.—Picture No. 2

East St. Louis, Ill.—Picture No. 4

East St. Louis, Ill.—Picture No. 3

East St. Louis, Ill.—Picture No. 5

CHAMPAIGN, ILL.

Local 44 recently sponsored a banquet to celebrate its 75 years and 90 years with Locals 41 and 44. During the banquet pins were presented to members with long service.

Picture No. 1: Life members were Mrs. Taylor accepting for Warren N. Taylor, and Eugene P. Deem.

Picture No. 2: 45-year members honored were, front, Ed McDannell and Ralph E. Stirewalt.

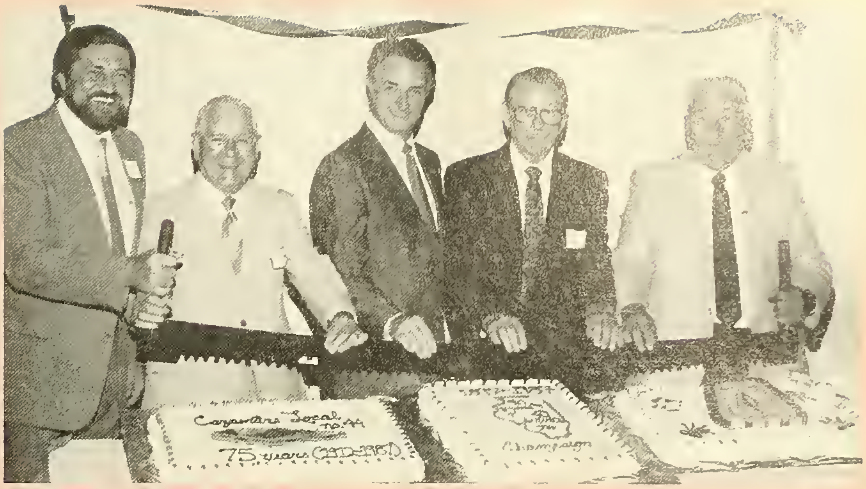
Back row, John Radmaker and Kenneth Thomas.

Picture No. 3: Kenneth V. Davison, Ray N. Meyers and Eugen Burse were honored for their 40 years of service.

Picture No. 4: 35-year members John H. Vail and William J. Rollins.

Picture No. 5: 30-year member Harold E. Wolfe and Eugene P. Deem.

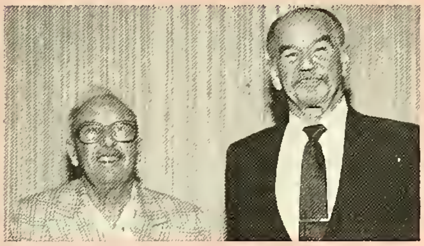
Picture No. 6: Members enjoyed a cake cutting ceremony as one of the festivities of the evening. Phillip G. Burnett, secretary treasurer, Mid-Central, Illinois, District Council; Donald Gorman, international representative; Thomas Hanahan, Third District board member; John W. Pruitt, Second General Vice President; Ralph E. Stirewalt, master of ceremonies.


Champaign, Ill.—Picture No. 6

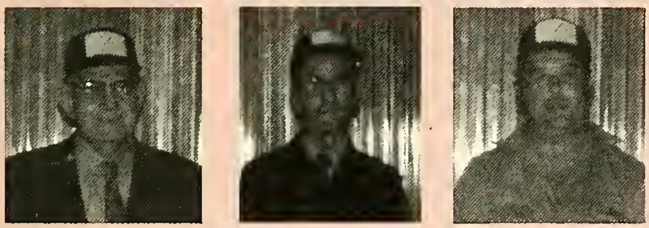
Champaign, Ill.—Picture No. 3

Champaign, Ill.—Picture No. 2

Champaign, Ill.—Picture No. 1


Champaign, Ill.—Picture No. 4

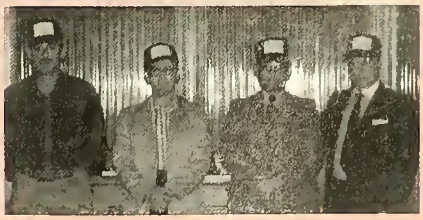
Champaign, Ill.—Picture No. 5


Richmond, Va., from left to right Shufelt, Lewis, Cooper

Richmond, Va.—Picture No. 3

Richmond, Va.—Picture No. 5

Richmond, Va.—Picture No. 4


Richmond, Va.—Picture No. 7

RICHMOND, VA.

Local 388 honored its members for their dedicated service at a pinning party held last summer.

Picture No. 1: Milton Shufelt, 50 years.

Picture No. 2: Olen H. Lewis, 45 years.

Picture No. 3: Members honored for 40 years of service were Thomas J. James, Elvis Woods and Willie R. Byrd.

Picture No. 4: Len J. Williams and James Orange were honored for their 35 years of service.

Picture No. 5: Pins for 30-year membership were awarded to Owen S. Seal, Billy Moore, Harold Lovering, George Overby and Wiley E. Radcliff.

Picture No. 6: John W. Cooper, 25-year member.

Picture No. 7: Albert Otto, James E. Kennedy, Andy Hammell and Elmer C. Sayers were awarded 20-year pins.

SARNIA, ONTARIO

Local 1256 sponsored a dinner dance for its members and honored many with service pins.

Picture No. 1: Chester Eakett, 45-year member.

Picture No. 2: 35-year members honored were Roger Beaumier, Stanley Hyatt, Paul Lacasse, William Lawrence, Ronald Carlton, business representative, Donald Livingston, Paul Melanson, Russell Nantais and Florian Vallee.

Picture No. 3: Members honored for 25 years of service were Percy Fleischhauer Carlton and Fred Lebeau.

Picture No. 4: 20-year pins were presented to Ron Cole, president, Doug Byrns, Ivan Delong, John Dennis, Joe Knapper, Carlton, Ray Mainville, Duncan McKeller, Jack Piggott and Vince Petrany.

EAKETT

Sarnia, Ont.—Picture No. 2

Sarnia, Ont.—Picture No. 3

Sarnia, Ont.—Picture No. 4

Parkersburg, W.V.—Picture No. 1

Parkersburg, W.V.—Picture No. 2

Parkersburg, W.V.—Picture No. 3

Parkersburg, W.V.—Picture No. 5

PARKERSBURG, W.Va.

A 40th anniversary banquet was recently celebrated by Millwright Local 1755. Members with longstanding service to the Brotherhood were recognized with service pins.

Picture No. 1: 40-year members honored were Paul C. Parkins, Joseph Hiener, Leonard Massar, Roy H. Robinson Jr., Robert Becker Sr. and Gerald Beardsley.

Picture No. 2: 35-year members receiving pins were, front, Dale Sims Jr., Ray F. Mattern, Grant Queen and Ralph Harrah.

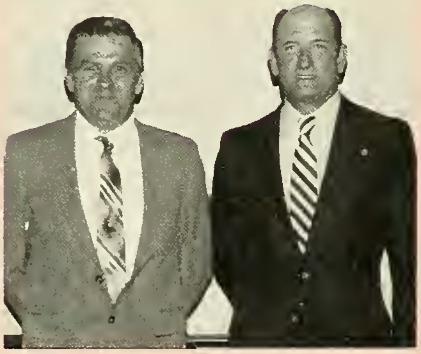
Back row, H.C. Byrd, R. Glen Robinson, Everett E. Sullivan and Karl Ankrom.

Picture No. 3: Members receiving 30-year pins were Arnold K. Richards, Bernard Richards, Ernest Combs, Ralph Frum, Ernest Hissom and Lyle B. Northcraft.

Picture No. 4: Tommy Watson and Russell Brightwell received 25-year pins.

Picture No. 5: 20-year members included, front, John Henderson, Louis E. Kaiden, H.B. Hill Jr., Chester Wells and Ray C. Brewer.

Back row, James R. Hawley, Brinley I. Staley, M. Bruce Combs, Joseph Ranson Sr., David Casto and Ottie Metz.


Parkersburg, W.V.—Picture No. 4

DAVENPORT, IOWA AND ROCK ISLAND, ILL.

The combined retirees banquet of Local 4 and Local 166 was recently held at the Elks Lodge in Moline, Ill. During the banquet members of long service were honored.

Picture No. 1: Raymond F. Rohwedder, Local 4, was presented with a 70-year pin.

Picture No. 2: Albert V. Carlson, Local 166, was presented with a 65-year service pin.

ROHWEDDER

CARLSON

IN MEMORIAM

The following list of 580 deceased members and spouses represents a total of $1,052,818.29 death claims paid in November 1987; (s) following name in listing indicates spouse of member.

Local Union, City

1 Chicago, IL—Karl C. Carpenter, Karl C. Carpenter.
2 Cincinnati, OH—Kenneth W. Fite.
3 Wheeling, WV—Grafton John Clark.
4 Davenport, IA—Emil J. Anderson.
5 St. Louis, MO—Louis J. Faveere, Louis R. Darian.
6 Hudson County, NJ—Charles Hansen.
7 Minneapolis, MN—Alma C. Rasmussen (s), Fritz Johnson, Leslie H. Mortenson, Melvin Lukken, Thomas Panek.
8 Philadelphia, PA—Charles J. Granahan, Elmer J. Miller, Ralph E. Rowe, Walter C. Kraus.
9 Buffalo, NY—Joseph Treger.
10 Chicago, IL—Frank George Swierk.
14 San Antonio, TX—Antonio V. Enriquez, David V. Delgado, John E. Galvan.
17 Bronx, NY—Herman Moore.
20 New York, NY—Andrew Breimon, George Lakonen, George Zeller Sr.
22 San Francisco, CA—Beulah Hope Sands (s), Lester E. Dussell.
23 Williamsport, PA—William C. Mitchell.
24 Central, CT—Allen Mossman, Frank Jabubiak Sr., Fred W. Parkhurst.
25 Los Angeles, CA—Eugene T. Smith, Joe A. Herrera, Ralph L. Roberts.
34 Oakland, CA—Maynard Cook.
35 San Rafael, CA—David Giesick, Milo T. Andrews.
36 Oakland, CA—Henry Katka, Rosaline Virginia Siegler (s).
40 Boston, MA—Joseph Francis Jacobs, Mario Lentine.
43 Hartford, CT—Bertha Celina Archambault (s), Gunnar L. Johnson.
47 St. Louis, MO—John J. Schulte.
48 Fitchburg, MA—Jalo Siren.
50 Knoxville, TN—Paul Kenneth Webb.
53 White Plains, NY—Charles W. Coolen.
54 Chicago, IL—James Svec, Peter H. Borchert.
56 Boston, MA—Giles J. Adams.
58 Chicago, IL—Ernest E. Hanson, Gotfried Witte, James F. Brcak.
60 Indianapolis, IN—Leonard M. Ferraro.
61 Kansas City, MO—Edward A. Cassell, Kurt A. Norberg, Olof Ferm.
62 Chicago, IL—Stanley Detloff.
65 Perth Amboy, NJ—Andrew J. Yellen.
66 Olean, NY—Gary E. Perkins.
69 Canton, OH—Blanche A. Freshley (s).
73 St. Louis, MO—John D. Baron.
74 Chattanooga, TN—Georgia A. McDonald (s).
80 Chicago, IL—Ruth Larson (s).
83 Halifax, NS, CAN—Allister Sidney Connors, Charles E. Day, Hubert Wallace Atkins.
85 Rochester, NY—Carl J. Kehrig.
87 St. Paul, MN—Edward A. Gunderson, Elzo J. West, Harold L. Fern, Harold R. Jensen, Lawrence J. Eller, Maurice L. Ingvalson, Reuben O. Ristrom.
89 Mobile, AL—Clarence Frederick Carleton, William F. Lambert.
94 Providence, RI—Eugene Roy, Meobourne S. Phillips.
98 Spokane, WA—Lawrence C. Hamilton, Milton Kermit Miland.
101 Baltimore, MD—Ernest E. Gordon, James G. Rickman, Rudolph C. Rawl.
102 Oakland, CA—Charles E. Nelsson.
105 Cleveland, OH—Albert S. Stofcho, Edmund J. Banville Jr.
107 Worcester, MA—David A. Frink.
108 Springfield, MA—Stanley J. Wysocki, Walter Henry Wooley.
109 Sheffield, AL—Gene Cassada, James Steven Gaddis.
111 Lawrence, MA—Alfred W. Jackson, James J. Conlon.
112 Butte, MT—Mitchell V. Rosa.
113 Middletown, OH—Richard M. Hickman.
114 East Detroit, MI—Agatha Szydlowski (s), Johannes Oldenkamp, John J. Pacquette, Sydney Londo.
118 Detroit, MI—Carl M. Richard, Charles Haines, Daniel Hammond, Marie A. Bumstead (s), Myron Olsen, Obadiah Churchill, Orville O. Stocker, Robert D. Schmidt, Rosie Mae Nicholson (s).
120 Utica, NY—Alessandro Rosato.
123 Broward County, FL—Edwin L. Aument, Floyd R. Wallace.
125 Miami, FL—Bernice Ware, Philip J. Oates.
128 St. Albans, WV—Lee Roy Boggess.
131 Seattle, WA—George L. Mercer, Hans M. Busk, Louise Lundgren (s), Ray F. West, Roselle Desrosier (s).
132 Washington, DC—Everett L. Bell, George U. Atkins.
135 New York, NY—Cecil Black, Moshe Schlanger.
140 Tampa, FL—Franklin M. Herchenrider, Jerome Cyrus Dyvig.
141 Chicago, IL—Albert F. Perkins.
161 Kenosha, WI—Marvin Clarence Whitney.
162 San Mateo, CA—Donald W. Abbott, Jerry Leontie.
166 Rock Island, IL—Donald F. Crimmins, Robert H. Anderson.
171 Youngstown, OH—Harry L. Sharp, Richard E. Jurus.
174 Joliet, IL—Bobbie Webb, Frank Burla.
181 Chicago, IL—Frank Sanzeri, Richard Nicolini.
182 Cleveland, OH—Elizabeth J. Kebrdle (s), John L. Paal, Steve Kanter.

Local Union, City

184 Salt Lake City, UT—Daniel W. Warner, James MacNaughtan.
190 Klamath Falls, OR—John H. Plymale, Warren Morehead, Sr.
200 Columbus, OH—Avonelle A. Horvath (s), Frank S. Wright, Timothy D. Maynard.
203 Poughkeepsie, NY—Margaret Agnes Helgesen (s).
210 Stamford, CT—Albert L. Sansieri, Anthony J. Torsiello, John W. Ericson, Lucille Swaniger (s), Samuel L. Ferry.
211 Pittsburgh, PA—William Woodrow Taylor.
215 Lafayette, IN—Charles Deel.
223 Nashville, TN—Clarence Homer Newman, William Womack.
225 Atlanta, GA—Carl Thomas Young, Robert J. Hamilton.
230 Pittsburgh, PA—Mabel Walter (s), Steve Sewchok.
232 Fort Wayne, IN—Ben McCullough, Herman Grothaus.
244 Grand Jct, CO—Ross E. Allison.
246 New York, NY—Joseph Kaplan, Peter Kirchhoffer,
247 Portland, OR—Wells Burton Foote.
252 Oshkosh, WI—Frank Edward Binder.
257 New York, NY—Adolphus Green, Emil Gernert Sr., Erik Berg, James Quinn.
259 Jackson, TN—Garland Stanley Knott, Lucy Frances Rowland (s), Robert Erskine Vantreese.
262 San Jose, CA—Mathias Boesinger.
267 Dresden, OH—Lela Basford (s).
269 Danville, IL—Laura Silverstro (s), Ocel E. Pearson.
272 Chicago Hgt, IL—Josephine Modrak (s).
275 Newton, MA—John T. Sullivan, Louis B. Castilloux.
278 Watertown, NY—Leo Howard McIntosh.
283 Augusta, GA—Corninne Hiers (s), Henry L. Deese.
286 Great Falls, MT—Virginia E. Dickman (s).
296 Brooklyn, NY—Leif Hansen.
297 Kalamazoo, MI—Ruth E. Dunn (s).
302 Huntington, WV—Ralph C. Tackett.
314 Madison, WI—John George Reis.
316 San Jose, CA—Charles E. Maynard, Mildred M. Clark (s).
317 Aberdeen, WA—Clifton Marette Klingler, Joseph V. Evanchyk.
319 Roanoke, VA—Elmer R. Fretwell.
334 Saginaw, MI—Walter J. Vollmer.
338 Seattle, WA—John E. A. Barker.
348 New York, NY—Jonathan H. Feltham.
356 Marietta, OH—Hubert D. Eckels.
357 Draffenville, KY—Alben W. Barclay
361 Duluth, MN—Lester J. Carlson
369 N Tonawanda, NY—Edward Carl Porn, Roy Marquart.
370 Albany, NY—Evelyn Burns (s), Florence Bednarczyk (s).
372 Lima, OH—Norman O. Hoyt.
377 Alton, IL—James W. Andrews.
388 Richmond, VA—James T. Hudson, Lonzie C. Tomlin.
400 Ohaha, NB—Glen M. McDole, Joseph A. Riener.
404 Lake Co., OH—James David Hite, Joseph Paul Francosky.
407 Lewiston, ME—Alice M. Robichaud (s).
411 San Angelo, TX—Roscoe C. Foreman.
424 Hingham, MA—Enok Olofson.
433 Belleville, IL—Steve D. Layton.
437 Portsmouth, OH—Charles Robert Liles.
458 Clarksville, IN—Katharine M. Casey (s), Marion F. Arnold.
465 Chester County, PA—Howard Lewis Croll.
469 Cheyenne, WY—Ethel Mae Glenn (s).
475 Ashland, MA—Raymond C. Calnan.
480 Freeburg, IL—Henrietta L. Rehmus (s).
492 Reading, PA—John A. Kogut.
493 Mt. Vernon, NY—Ernest Carpentieri.
496 Kankakee, IL—Cloade E. Kennedy.
502 Port Arthur, TX—Ned Joseph Bonin, Virgil A. Scott.
512 Ann Arbor, MI—Edward Lambert Jr.
515 Colo Springs, CO—William L. Parker.
518 Sisterville, WV—Clinton Troy Webb.
531 New York, NY—Gosta Wittenstrom.
541 Washington, PA—Harry Heath.
548 Minneapolis, MN.—Hartley Edward Alexander.
551 Houston, TX—Eva Bender (s), Kermit Rosvelt Marlar, Mary B. Henry (s), Raymond Oller.
563 Glendale, CA—Joseph L. Young, Alvar J. Ericksson, Charles E. Ronk, Jens Sorensen.
569 Pascagoula, MS—Boyce E. Montague, Thomas E. Thames.
576 Pine Bluff, AR—Bonnieta L. Towles (s).
586 Sacramento, CA—Dell L. Greenleaf, Louise E. Anderson (s).
595 Lynn, MA—Herbert Falke, Stanley Reid.
599 Hammond, IN—Howard Pearl, Sylvia L. Wahlstrom (s).
600 Lehigh Valley, PA—Robert S. Donchez.
604 Morgantown, WV—Billy M. Bebout
606 Va Eveleth, MN—Leonard Austin Kallevig, Marvin W. Fifield.
609 Idaho Falls, ID—Walter H. Bagshaw.
611 Portland, OR—Tom M. Brown.
620 Madison, NJ—Joseph A. Formichelli, Marvin E. Peterson.
621 Bangor, ME—Earl P. Smith, Ralph W. Chipman.
622 Waco, TX—J. E. Gray.

Local Union, City

624 Brockton, MA—Harold Herbert McLeod.
626 Wilmington, DE—Graham S. Wood.
627 Jacksonville, FL—Bertis Melton Bedsole, James J. Beattie.
635 Boise, ID—Alvin Sigety, Claude W. Oakes, Forrest A. Sedan.
636 Mt. Vernon, IL—George A. Morgan.
638 Marion, IL—Frank Riggio, Joseph M. Bennett.
640 Metropolis, IL—Grace Naomi Barger (s).
642 Richmond, CA—Irene Allard (s), Joseph Beggio.
644 Pekin, IL—Carl E. Hanlen.
660 Springfield, OH—Phyllis R. Gibbs (s).
668 Palo Alto, CA—David M. Napier.
675 Toronto, ONT, CAN—Clayton Davis.
682 Franklin, PA—Carl P. Fox.
690 Little Rock, AR—Richard H. Wolke.
701 Fresno, CA—Judith Olivera (s), Maurice H. Dennis.
703 Lockland, OH—Frederick Hagner, Raymond H. Smith.
704 Jackson, MI—Norman D. Marr.
710 Long Beach, CA—Daryl Warhol, James Hogg.
711 Salem, OR—Ima Sue Callahan Newton (s).
715 Elizabeth, NJ—Nicholas DeMarco.
720 Baton Rouge, LA—David P. Mincin Jr.
731 Manitowoc, WI—Carl Penzich.
732 Rochester, NY—William Roman.
739 Cincinnati, OH—Richard W. Siemers.
743 Bakersfield, CA—Jack Arnold Williams.
745 Honolulu, HI—Alvin Akiu, Betty Kanzaki (s), Edmund Kong, Elizabeth Swain (s), Harry Taniguchi, Masateru Hamasaki, Noboru Nagoshi.
751 Santa Rosa, CA—Frank Vought.
770 Yakima, WA—Edward D. Brewster.
783 Sioux Falls, SD—Louis Odell.
790 Dixon, IL—Harold O. Witzleb, Wright K. George.
801 Woonsocket, RI—Ernest Archambault.
821 Springfield, NJ—George Fehsmaier.
829 Santa Cruz, CA—George E. Fitzgerald.
836 Janesville, WI—Harry E. Johnson.
839 Des Plaines, IL—Kenneth Earl Goodman.
844 Canoga Park, CA—Felix Herle, Michael Grant.
857 Tucson, AZ—Alex Ebarb.
859 Green Castle, IN—James C. McNeff, Paul M. Keller.
891 Hot Springs, AR—Willie Mae Bowen (s).
898 St. Joseph and Benton Harbor, MI—Samuel J. McCombs.
899 Parkersburg, WV—Robert H. Rawlings.
902 Brooklyn, NY—Orville Cors.
911 Kalispell, MT—Carlton M. Huston.
930 St. Cloud, MN—William J. Boom.
944 San Brnardno, CA—Herman J. Olson.
971 Reno, NV—Lloyd E. Jones.
998 Royal Oak, MI—Marjorie Kniesteadt (s), Thomas Nicholson, William C. Hillman.
1001 N. Bend Coos Bay, OR—Rosamond Arilene Webb (s).
1006 New Brunswich, NJ—Rosina Small (s).
1010 Uniontown, PA—Lester Harbaugh.
1024 Cumberland, MD—Hobert E. May.
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1251 N. Westmnstr, BC, CAN—Colin McCulloch.
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1277 Bend, OR—Oscar F. Leagjeld.
1280 Mountain View, CA—Gordon Brown.
1305 Fall River, MA—Edward C. Chistolini.
1307 Evanston, IL—Alex Bertram, Charles A. Adams.
1313 Mason City, IA—Gerhard Luecht.
1325 Edmonton, Alta, CAN—Arthur Samson.

Local Union, City

1327 **Phoenix, AZ**—Jack W. Campbell.
1358 **La Jolla, CA**—J. Elmer King.
1359 **Toledo, OH**—Vincent J. Adams.
1372 **Easthampton, MA**—Bruno J. Bak.
1373 **Flint, MI**—Edward Lagness.
1381 **Woodland, CA**—Robert L. Martin.
1382 **Rochester, MN**—Albert A. Bachmann, Emlyn Thomas.
1388 **Oregon City, OR**—Evelyn Grace Cameron (s), Gloria Whitehead (s).
1393 **Toledo, OH**—Norma M. Sweebe (s).
1408 **Redwood City, CA**—Cloteal Glasgow (s), William Schmuck.
1419 **Johnstown, PA**—Samuel Abbott
1434 **Moberly, MO**—Cleopas Edgar Burkhart.
1445 **Topeka, KS**—Roy H. Schuette.
1452 **Detroit, MI**—Anton Laux, Irene Scott, Otto O. Grill.
1456 **New York, NY**—Girard W. Olsen, Jenny Nilsen (s), Marcel Charles Comeau, Nils Arvid Coster, Ole T. Olsen, Ruth Kristiansen (s).
1460 **Edmonton, Alta, CAN**—Theresa Roberts (s).
1469 **Charlotte, NC**—Gordon S. Keener.
1486 **Auburn, CA**—Hugh D. White, John Flohr.
1490 **San Diego, CA**—Antonio Garcia, Charles L. Schmitt.
1497 **E. Los Angeles, CA**—Ralph P. Sutkus.
1498 **Provo, UT**—Paul S. Allen
1506 **Los Angeles, CA**—Dennis K. Porter, Joseph P. Salamone, Raymond L. Pate.
1507 **El Monte, CA**—Benjamin E. Young, Donald L. Morrison, Frederic J. Maillet, Joseph A. Stokes.
1536 **New York, NY**—Eliglio Angeli, William Disalvo.
1539 **Chicago, IL**—Carl Kilburg.
1571 **East San Diego, CA**—Raymond E. Kading, Russell D. Gerber.
1583 **Englewood, CO**—Verbia Blanch (s).
1590 **Washington, DC**—Maxie Brown.
1597 **Bremerton, WA**—Clifford H. Billmark, Colbert H. Petersen, James A. Parkhurst Sr., Ruby S. Morey (s).
1598 **Victoria, BC, CAN**—Kathleen Alice Brown (s), Marjorie Doris Myhre (s), Robert H. Cote.
1599 **Redding, CA**—Theodore Roosevelt Wion.
1607 **Los Angeles, CA**—Donald P. Armstrong, Virginia N. Schmidt (s).
1620 **Rock Springs, WY**—Roy Francis Stulc.
1632 **S. Luis Obispo, CA**—Ralph H. Quincy, Russell N. Johnson.
1635 **Kansas City, MO**—James Edward King, Paul L. Barker.
1644 **Minneapolis, MN**—Marianne Sjostedt (s).
1665 **Alexandria, VA**—Victor Wise.
1669 **Ft. William, Ont., CAN**—Elmar Leeder.
1689 **Tacoma, WA**—Lorentz Halverson.
1693 **Chicago, IL**—Harlon M. Taylor.
1713 **Huron, SD**—Patrick J. Sarahan.
1743 **Wildwood, NJ**—Gertrude Vanburen (s), Wilmur A. Pancoast.
1746 **Portland, OR**—Patrick J. McCoy.
1750 **Cleveland, OH**—Joseph Mazzola.
1752 **Pomona, CA**—Jesus J. Cortez, Kathleen McCannon (s).
1755 **Parkersburg, WV**—Evelyn Putney (s), Richard Dye, Tansil Vohn Wade.
1764 **Marion, VA**—Gladys Gay Blevins, William W. Keyes.
1765 **Orlando, FL**—Howard A. Johnson, Robert L. Kniprath.
1770 **Cape Girardeau, MO**—Corbett Ryan, Genevieve Sophrona R. Bryant (s).
1780 **Las Vegas, NV**—Takeo Fujii.
1795 **Farmington, MO**—Henry A. White.
1811 **Monroe, LA**—Orbrie B. Leary.
1846 **New Orleans, LA**—Ernest J. Simon, Henry Cook Jr., Locy Branch, Oleda Carmouche, Sylvester Pastor, Theresa C. Untz (s).
1849 **Pasco, WA**—Alvin E. Voss.
1856 **Philadelphia, PA**—James L. Duffy.
1871 **Cleveland, OH**—Michael Manocchio.
1884 **Lubbock, TX**—Elmer W. Martinec.
1889 **Downers Grove, IL**—William Andrews.
1907 **Chilliwack Mission, BC, CAN**—John Amos Barnsdale.
1913 **Van Nuys, CA**—Dante Carnesciali.
1914 **Phoenix, AZ**—Edwin Lloyd Wood, Tom T. Bowles.
1921 **Hempstead, NY**—Frederick J. Truedson.
1930 **Santa Susana, CA**—W. Roy Lanham.
1953 **Warrensburg, MO**—Fred L. Harding Jr.
1971 **Temple, TX**—Adrien Leroy Hardin, E. R. Wiley.
2018 **Ocean County, NJ**—Harry H. Hill.
2046 **Martinez, CA**—Charles O. McKinney, Fayola King (s), Laura E. Jones (s), Melford A. Nelson, Robert Edward Lorenzetti, Robert W. Shepherd, Rose Marie Schmidt (s).
2047 **Hartford City, IN**—George Brackin.
2067 **Medford, OR**—Emerson Allen, Jack O. Gaza.
2103 **Calgary, Alta, CAN**—Anne Marie Dunn (s), David A. Pannenbecker.
2155 **New York, NY**—John Brand.
2172 **Santa Ana, CA**—Arnold Kekauoha.
2205 **Wenatchee, WA**—Conrad L. Breitenstein, Lee Merchant, Virgil R. King.
2250 **Red Bank, NJ**—Donald T. Munyak, Nicholas Barbato, Rita A. Scarborough (s).
2262 **St. John, NB, CAN**—Harvey Berhaut Leeco.
2264 **Pittsburgh, PA**—Charles S. Bruner, George Stepanovich, Harold E. Greenburg.
2274 **Pittsburgh, PA**—Sarah Marie Zuck (s).
2298 **Rolla, MO**—Paul S. Lindsey.
2308 **Fullerton, CA**—Wolmer Andersen.
2375 **Los Angeles, CA**—L. B. Atkinson.
2396 **Seattle, WA**—Anfin Svardal.
2398 **El Cajon, CA**—Curt E. Donald, F. Ruth Walker (s), John W. Brown, Margaret Y. Goodridge (s), Percy H. Eldridge, Raymond H. Nieman.
2425 **Glendive, MT**—Jerome N. Oliver.
2435 **Inglewood, CA**—Claudio Pino, Frank Festerer, Louis Rudd, Russell McLoud.
2453 **Oakridge, OR**—Moroni J. Nelson.
2484 **Orange, TX**—Bernard Joseph Bosier, William Edmond Dorr.
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2565 **San Francisco, CA**—Arthur Martin, Richard M. Teem.
2608 **Redding, CA**—Catherine Martin.
2633 **Tacoma, WA**—Melvyn H. Cyr, Pauline Ruth Knight (s).
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2761 **McCleary, WA**—George Marshall.
2767 **Morton, WA**—Jack A. Gehrman.
2816 **Emmett, ID**—Carlene Ann Wilson (s).
2817 **Quebec, Que., CAN**—Albert Beaulieu.
2834 **Denver, CO**—James D. Moak.
2851 **La Grande, OR**—Anna Evans (s).
2882 **Santa Rosa, CA**—Raymond Bowman.
2902 **Burns, OR**—Everett Seebart.
2949 **Roseburg, OR**—Benjamin F. Jones, Earlena Joy Andrews (s), Hessie M. Watson (s), Mildred Ula Donnelly (s), Sherman E. Canfield.
2961 **St. Helen, OR**—Owen E. Damrill.
2965 **Toronto, Ont., CAN**—Manfred Lothar Fuchs.
3002 **Airdrie, Alb., CAN**—Ronald Sandberg.
3074 **Chester, CA**—Leonard G. Veenker.
3161 **Maywood, CA**—Carmen D. Silver (s), Castulo Hernandez, Edwin Scurlock (s), Jose Gonzalez, Magdalena Elias (s).
3223 **Elizabethtown, KY**—Roy L. Fishburn.

Maquiladora

Continued from Page 5

going to move next. No one is naive enough to think that these plants are going to stay. They don't stay anyplace. They go where conditions will maximize their profits, wherever that may be."

But for the time being, the maquiladora complex is booming at the expense of American workers whose jobs have been exported across the border and at the expense of Mexican workers who have had to make the choice between performing unsafe work for a pittance or slipping deeper into poverty.

Health care, poverty

Continued from Page 10

pect of long-term care induced poverty," Roybal declared. He cited a poll by the American Association of Retired Persons and the Villers Foundation which showed six of seven respondents favoring a government program.

What is lacking is political will, Roybal said in calling for a bipartisan effort by Congress, the administration and the private sector to enact full health and long-term care insurance protection by the end of 1988.

Labor's backlog

Continued from Page 17

Medicare, proposed by President Reagan in 1986 and expanded by congressional Democrats, passed both houses by strong majorities and awaits conference committee action.

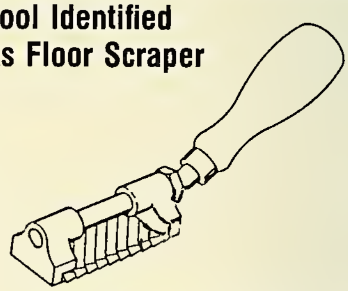
- Legislation to require employers to notify workers at high risk from workplace toxics and to monitor the health of former workers passed the House and awaits Senate floor action.
- A bill to prevent construction contractors from evading their union contracts by setting up "double breasted" non-union operations passed the House and has been cleared for action by the full Senate.
- Legislation to ban the use of polygraph testing by most private employers cleared the House and awaits action by the Senate Labor & Human Resources Committee.

Local 43 cabinetmaker, 75-year member, was 103

In January, 1984, Local 43 of Hartford, Conn., celebrated the 100th birthday of one of its cabinetmakers, William J. Mitchell. At that time, the local union presented Mitchell with his 75-year membership pin. In September, 1986, Mitchell died at the age of 103, one of the oldest ever in the United Brotherhood.

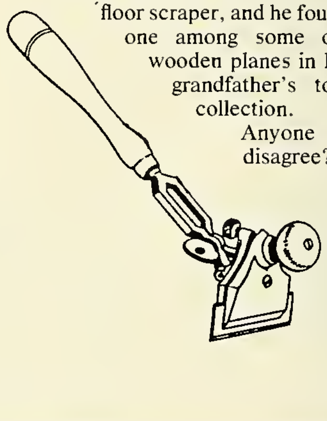
Mitchell was born in County Mayo, Ireland. He lived in the Unionville section of Farmington, Conn.

Tool Identified As Floor Scraper



Last December, we published the drawing above, sent to us by Gene Slater, Local 1622, Hayward, Calif., with a request to our readers that it be identified.

Last month R.C. Range Sr., a retired member of Loal 50, Knoxville, Tenn., sent us the drawing below by David McCoy, greatgrandson of another member, James Range. R.C. Sr. says the tool is a floor scraper, and he found one among some old wooden planes in his grandfather's tool collection. Anyone disagree?

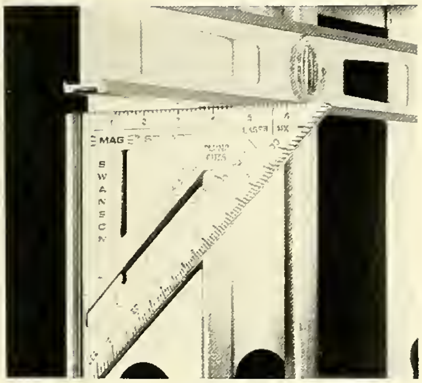


MAGNETIZED SQUARE

The patented Swanson MAG (TM) square, just introduced by Swanson Tool Company, Frankford, Ill., offers craftsmen new freedom in metal construction layout work with plumb, laser beam, etc. Integral magnets on two surfaces (10⅝ square inches) permit the square to hold fast to metal studs, steel beams or sheet metal. It can be used to support one end of a level . . . to provide a hands-free target point during laser alignment . . . or used for a myriad of time-saving, construction-accuracy sheet metal layout work.

The new square also serves many woodworking functions, such as fast, accurate layout and cutting of angles for rafters, bracing, trim, cabinet work and general woodwork. It's a framing, try & mitre square . . . plus a protractor in one compact tool.

A simple one-number (roof pitch) reference is used for both common and hip valley rafter scales. The square is rotated to the proper pitch or degree to assure the correct angle cut. Convenient slots along the scales accommodate adjustable locking pins (using a ¼″ bolt & nut) to maintain the same angle for repetitive cuts.



The hardened surface of the MAG (TM) square is polished to smooth away all burrs and sharp edges, providing an easy-to-use attractive appearance.

Constructed of ³⁄₁₆″ thick aluminum alloy, the square has 1¾″ wide T-bar for ease in marking the side and face of materials. The triangular shape makes it sturdier than typical framing squares. Just 7″ × 7″ × 10″, it easily fits into a back pocket.

It has $13.95 suggested retail price. It comes with complete instructions. The 60-page, pocket-size Swanson "Blue Book" for Roof & Stairway Layout is available separately.

For further information, contact: Swanson Tool Company, Inc., 1010 Lambrecht Road, Frankfort, IL 60423. Telephone: (815) 469-9453.

ROLL-OUT CARGO BED

Joey Bed, Inc. of Portland, Ore., introduces the Easy Roll Out Cargo Drawer that will save time and reduce injuries when loading or unloading your van, suburban, or pickup with canopy.

Remember the last time you bruised your shins, or hurt your back getting things out of your vehicle? Now you can reach everything by rolling the inside of your truck outside! This means you will get to material much more quickly and with less effort. It will increase storage capacity in the truck, reduce injury claims, act as a work bench, make the load more accessible and add value to the truck.

Joey Bed has spent the past two years researching and developing the Cargo Drawer to withstand the rigorous and demanding use by its owners. The Drawer fits all sizes and models of pickups, vans, suburbans, utility boxes, and bus cargo bays. It is like a large file drawer that covers the bed of the vehicle and rolls between the wheel wells. All 16 gauge steel construction means that it's durable. Extended, the Drawer will hold up to 3,000 pounds evenly distributed. Thumb operated latches hold the Drawer securely in retracted or extended position. It's easy to assemble and install and can be removed in seconds. The retail price is $600 to $795, depending on the size of the Drawer. Custom accessories like racks and shelves are built to meet individual needs.

For additional information contact Morrie Conway at Joey Bed, Inc., 2627 SE Holgate, Portland, Oregon, 97202: or call 1-800-522-JOEY, Monday thru Friday between 8:00 and 5:00 Pacific time.

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The UBC road has been a road well worth traveling

My 32 years as a trade unionist have produced many lasting memories

This will be my final message to you as your general president. I'd like to share a few personal thoughts as I clear my desk and turn over the responsibilities of office to our able first general vice president.

My family has been very patient with me over the years. My wife Bettie has been an inspiration. When you measure the progress of the UBC over the years, you'll find that the strong support of our spouses has made much of the difference. In my case, Bettie has been behind me all the way.

When I first started to work for my local union in 1954, my wife supplemented much of what I did as a representative. She checked all the streets, roads and side roads where I was working and listed all the construction jobs, the names of the developers, the contractors and made notes of what information I might need. I had only taken a temporary job with my local, 964, to show them that the work could be organized. And, with Bettie's help, it was!

Later, Charles Johnson Jr., who was our First District board member in the 1960s, and General President Maurice Hutcheson invited me to 222 East Michigan Ave. in Indianapolis, our general office site at that time, to discuss the possibility of my going to work for the international union. I had reservations about such a proposal, then, as I had a good job as a general foreman back in my home state of New York.

The date was May 19, 1955, my 15th wedding anniversary. Bettie and I went out to dinner and we discussed our future. It was Bettie who made the decision for me to go back and meet with President Hutcheson three days later. I not only met with President Hutcheson, but I had lunch with him and First General Vice President John R. Stevenson.

That's how it all began.

Twenty-seven years later, November, 1982, I found myself moving into the office of the general president of the Brotherhood in Washington. It was a move which I met with some awe and a tremendous sense of responsibility.

My first order of business was to call Maurice Hutcheson, the man who had brought me into the fulltime service of the Brotherhood, who by that time had been retired for 10 years. He answered the phone, and I asked, "Is this the residence of the general president emeritus of the United Brotherhood of Carpenters and Joiners of America?" He said it was, and I said that this was Patrick Campbell, general president.

He said, "I knew you would call, Pat, and I know you will do a good job." It meant a lot to me to hear those words of support.

Maurice has been gone for five years, but I hope that I have lived up to the trust he placed in me 27 years ago.

In the five years and three months in which I have served in our union's highest office, I have had the opportunity to participate in many of the major decisions affecting our union. During my tenure, we have restructured some of our organization. We have streamlined some of our international operations to meet our financial needs and we have met the challenges from economic and industrial forces affecting our jobs.

It takes a lot of money to operate a local union or district council, and we have consolidated some of our operations to increase our effectiveness in the industries we serve.

A lot has happened in the five years I have served as your general president. The economy has flipflopped a few times. The non-union elements have increased their attacks on labor and consolidated their forces in many areas. The double breasting activities of many contractors have increased. Most of the time, the National Labor Relations Board, under the Reagan administration, has not served the needs of workers.

Because of such conditions, we have had to redouble our bargaining efforts and set up special programs for dealing with employers.

So that we can work in unison toward our common goals, we have held seminars, and our officers and staff representatives have worked with members throughout the United States and Canada. Our various departments—organizing, safety and health, special programs, research and jurisdiction—have all been evaluated and been made more effective in serving you and your fellow members. We have a young but experienced crew heading up these departments. They are hard working people to be respected, and I am sure that you and your local officers will agree that they are meeting the challenges which face us in the final years of the 1980s.

Our international representatives are doing good work in every district, and I want to take this opportunity to express my sincere thanks to them for the work they have done, day in and day out. It's a rugged and often thankless job, being on the road for the United Brotherhood, in all kinds of weather, in many strange communities, but, with the help of you and other members, they have scored many organizing successes, and we have made progress.

Some of these veterans of the dusty road have retired since I became your general president, and, in 1984, we launched a newsletter for them, ***News of the Official Family.*** It goes to our present and past officers and representatives. This little newsletter is one of the ways in which we are able to express our appreciation for the good work done over the years by our fulltime international staff.

I have tried to make it a point through the years that our locals and councils must give strong support to our field people when they come to town on official business. They are there to assist your local officers and members, and I am gratified to see the good response they are receiving.

I have had the privilege over the past three decades of traveling throughout the U.S. and Canada to meetings and conventions and speaking to countless members personally. I am firmly convinced that UBC members are the greatest trade unionists in the North American labor movement . . . and I mean that.

I don't know of any union that has asked its members to support more causes than we have—the Alice Perkins Fund, Helping Hands, Blueprint for Cure, the Disaster Fund for victims of the building collapse in Bridgeport, Conn.—and this is all in addition to the charitable work done by our locals and councils in their own communities.

One problem I find in all of our community service work is that the public never seems to know or appreciate this generous side of organized labor. We're beating our drums louder now, and I trust that our relations with the general public and with the industries we serve will grow and prosper in the years ahead.

On the other side of the picture, we have taken on some giants of North American commerce and industry—Louisiana-Pacific, Wal-Mart, American Express, and lately, BE&K. We have put up a united front against the elements of reaction in these and other organizations and made ourselves heard. When we asked for support in our corporate campaigns, we got it in spades, and I thank you.

I turn over the gavel of leadership, this month, to First General Vice President Sigurd Lucassen, knowing that the good work begun by our founders 107 years ago will continue. There is no more dedicated trade unionist than Vice President Lucassen. He is highly respected on both sides of the bargaining tables for his fairness and understanding of the issues facing labor and management.

Our system of moving our officers up the ladder from second vice president to first vice president to general president has proved itself time and again. In May of this year, I would have been in the service of the General Office for 33 years. In that time I have worked with some of the finest men and women in the labor movement.

It has been my privilege to serve under three general presidents—Maurice Hutcheson, William Sidell and William Konyha. Their counsel to me over the years has been invaluable.

As I leave office, I feel fine and I look forward to many years of retirement with my wife and family.

My years with the United Brotherhood—almost half of my life—have been traveled down a road well worth traveling. I wouldn't trade it with the President of the United States. God bless you in the years ahead.

Patrick J Campbell

PATRICK J. CAMPBELL
General President

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Send order and remittance—cash, check, or money order—to: General Secretary, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001. All prices include the cost of handling and mailing.

March [illegible]

CARPENTER

United Brotherhood of Carpenters & Joiners of America Founded 1881

AMERICAN LABOR

Symbols and Images of American Labor go on display at the National Museum of American History

SEE PAGE 11

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CARPENTER

VOLUME 108 No. 3 MARCH 1988

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

The National Museum of American History in Washington, D.C., is devoted to the exhibition, care and study of artifacts that reflect the experience of the American people. This year, from January through July, it has a special exhibit called "Symbols and Images of American Labor." It's located on the third floor of its exhibition building on Constitution Avenue, N.W., and it features a wide assortment of memorabilia of labor from colonial days to the present. You'll find a report on the exhibit on Page 11 of this issue of *Carpenter*.

The large picture of a young carpenter of the 19th century shown on our front cover, welcomes visitors at one entrance to the exhibit. At another entrance, the picture of a sturdy blacksmith and the words "labor's choice" are taken from a box of yesteryear's cigars.

Bob Anger of Local 114, East Detroit, and Mrs. Anger, former office secretary for the local, happened to be viewing the exhibit when our photographer took the cover pictures. They're shown in the picture at upper right. The blue banner of the Western Pennsylvania District Council is on the wall behind them.

Worker organizations and societies borrowed their imagery from the symbolism of medieval guilds, fraternal organizations, political movements and popular sources. Many examples line the walls of the National Museum's labor-imagery exhibit. One such example is the Charter of the Amalgamated Society of Carpenters and Joiners, shown at the bottom of our cover. This organization of a century ago merged with the United Brotherhood at the turn of the century.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

CARPENTER
AMERICAN LABOR
Symbols and Images of American Labor go on display at the National Museum of American History
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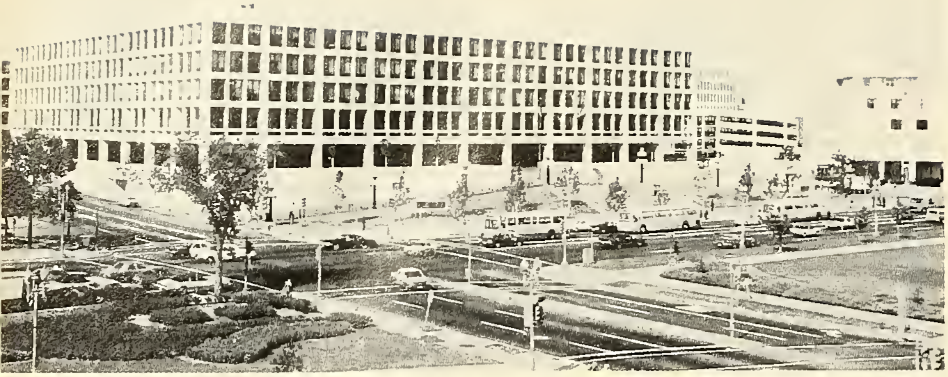


The Frances Perkins Building, national headquarters of the U.S. Department of Labor on Constitution Avenue, N.W., in Washington, D.C. This view from the East Wing of the National Museum of Art also shows the United Brotherhood's General Offices at extreme right and the UBC garage building between the two structures. In 1980 the Labor Department building was dedicated to the memory of Frances Perkins, first woman to serve in a U.S. president's cabinet and the fourth U.S. secretary of labor.

75th ANNIVERSARY of the DEPARTMENT of LABOR

'to foster, promote and develop the welfare of the wage earners'

Labor moves, this month, toward new milestones—milestones of greater economic security, better understanding of human problems and, more specifically, additional years of achievement for its federal clearing house in Washington, the U.S. Department of Labor.

On March 4 the U.S. Labor Department commemorates its 75th anniversary. Behind this vital branch of government are three-quarters of a century of labor-management assistance, highlighted by all manner of eventful history—World War I mobilization, the depression of the 1930s, the NRA and the Blue Eagle, the Wagner Act, Taft-Hartley, Landrum-Griffin, Erisa and much more . . . some good for labor, some not so good. The milestones ahead are equally mixed.

Nevertheless, March 4 is an historic milestone for U.S. workers. The early American labor movement struggled for more than 30 years to get a voice in the top levels of government. It achieved its goal in the 62nd Congress of 1913, when Congressman William B. Wilson, with the support of AFL president Samuel Gompers, UBC general president William Huber and a host of other labor leaders who helped to push through Public Law 426.

This law says in part: "The purpose of the Department of Labor shall be to foster, promote and develop the welfare of the wage earners of the United States, to improve their working conditions and to advance their opportunities for profitable employment."

Since William Howard Taft signed the Congressional act into law on his last day in office, the Labor Department has taken under its wing the Children's Bureau, the Women's Bureau, the U.S. Employment Service, the Bureau of Apprenticeship and Training, Fair Labor Standards, Occupational Safety and Health and several other sub-agencies and functions. Starting out as a bureau of labor statistics, it has become a major cabinet agency employing, at last count, 17,700 people throughout the nation in many field offices and at the headquarters building on Constitution Avenue, next door to our own UBC general offices.

Sometimes the activities of the Department of Labor appear to organized labor to be too much, and in other instances too little. Labor, for example, calls for more OSHA inspectors of construction sites. It seeks more sur-

On March 4, 1913, only hours before he was succeeded by Woodrow Wilson as President, William Howard Taft signed the bill creating the U.S. Department of Labor. Before this action, the problems of labor and industry were managed by a single bureau under the combined jurisdiction of a secretary of commerce and labor.

At Woodrow Wilson's inaugural parade in 1913, he was flanked by Samuel Gompers, president of the American Federation of Labor, center, and the first secretary of labor, William B. Wilson. William Wilson, a former coal miner, had led the fight for the new labor department while serving as a Congressman from Pennsylvania.

William Wilson
1913–1921

James J. Davis
1921–1930

William Doak
1930–1933

Frances Perkins
1933–1945

Lewis Schwellenbach
1945–1948
(died in office)

Maurice Tobin
1948–1953

Martin Durkin
1953

James Mitchell
1953–1961

Arthur Goldberg
1961–1962

Willard Wirtz
1962–1969

George Shultz
1969–1970

James Hodgson
1970–1973

Peter Brennan
1973–1975

John Dunlop
1975–1976

W. J. Usery Jr.
1976–1977

Ray Marshall
1977–1981

Raymond Donovan
1981–1985

William Brock
1985–1987

SECRETARIES OF LABOR*—Nineteen secretaries of labor have served the U.S. government and industry since the Labor Department was established in 1913. Some secretaries have come from labor, some from industry and some from the academic life. William Wilson, the first secretary, was a coal miner. Martin Durkin, grandfather of the UBC's special programs director, Ed Durkin, was famed as "the plumber in the Eisenhower cabinet." Peter J. Brennan was a union Painter and is now a Building Trades leader in New York. William J. Usery Jr. was a Machinist and is today a labor-management arbitrator. Arthur Goldberg was once chief counsel for the CIO and later a Supreme Court justice and ambassador to the United Nations. John Dunlop of Harvard has served labor and industry in many capacities. George Shultz is now secretary of state. Ann McLaughlin, the most recent appointee, filled the vacancy created when Bill Brock became campaign manager, last year, for Robert Dole.*

Ann McLaughlin
1987–

veillance and protection of pension funds. At other times, it questions the bureaucratic growth of offices whose functions seem to overlap the work of other agencies.

Recognition of the need for a federal department for wage earners began more than a century ago. Labor organizations such as the Knights of Labor and the American Federation of Labor urged the creation of a federal department to deal with matters affecting the working population. The farmers had their department; the branches of the military had theirs. A Bureau of Labor was eventually established in the Department of the Interior in 1884. Four years later, this bureau was made an independent, but not executive-level, Department of Labor. When the Department of Commerce and Labor was created in 1903, the Department of Labor was lowered to bureau status and was placed under the control of the newly-created department. With strong labor support, however, Congress finally gave wage earners the cabinet rank they deserve, when it voted adoption of Public Law 426.

During the past 75 years, 19 secretaries of labor have served the nation, helping to establish a commendable record for this, the world's largest, free government institution for workers.

Observance of the Labor Department's anniversary began in 1987 and will continue through 1988. (*One of the events is described on Page 4.*) This month, the *Monthly Labor Review* will publish a 75th anniversary edition. On March 4 the annual DOL honor awards ceremony will be held in the Frances Perkins Building, and, all that day, the Postal Service will maintain a postal station in the building for the cancellation of first-day covers. On March 9 there will be a Former Secretaries Forum, when 10 past secretaries will discuss the past and future of the department. The month of March will also witness a Diamond Jubilee banquet at a Washington hotel.

Other events are scheduled for April, May, June and July, climaxing with the unveiling of a Department of Labor Hall of Fame, recognizing the department's great public servants of the past.

Job Corps trainees display skills at Labor Department anniversary event

One of the preliminary events in the diamond jubilee observance of the U.S. Department of Labor's 75th anniversary was a Job Corps Fair, last month, in the Great Hall of the Department of Labor Headquarters in Washington.

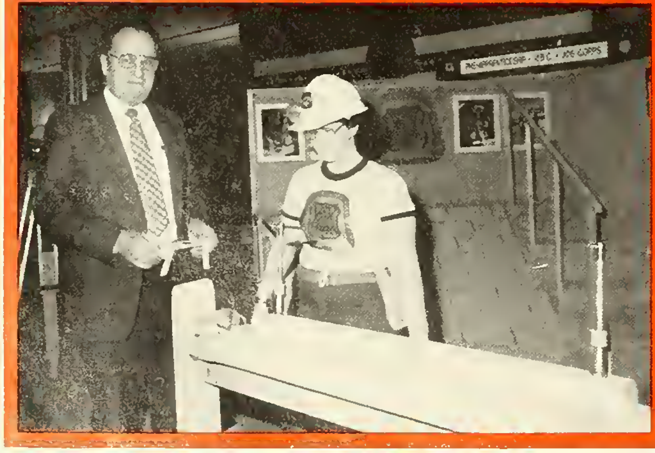
Job Corps trainees, including four trained by UBC instructors at the Edison Job Corps Center in New Jersey, demonstrated their skills in several vocations—carpentry, bricklaying, plastering, cosmetology and others. It was a three-day exhibition showing how disadvantaged youth are being taught at 105 Job Corps centers across the nation.

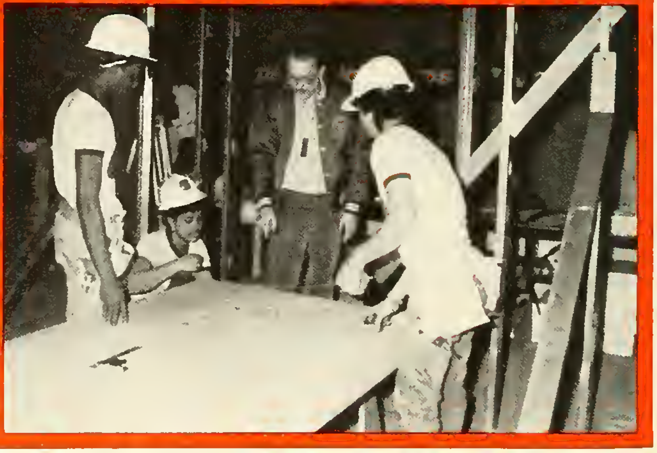
The fair was opened in brief ceremonies February 1 by new Labor Secretary Ann McLaughlin and AFL-CIO President Lane Kirkland in their first joint appearance.

Labor Secretary McLaughlin pointed out that for almost a third of the Labor Department's 75-year history the Job Corps has "served a very important segment of the population—youth in need of education, credentials and job skills." Begun in 1964, the Job Corps has trained more than 1.2 million young people. Last year, 34,000 more Job Corps trainees graduated into the work force.

The UBC trains 2,120 annually at 48 Job Corps centers, under a government contract, using the services of 106 journeyman instructors, 12 administrators and a General Office staff of four. Job Corps training qualifies as pre-apprenticeship for those who graduate.

***Above,** Labor Secretary Ann McLaughlin opens the 75th anniversary commemoration of the Labor Department's founding with a brief welcome to the Job Corps, displaying their skills in the Great Hall. **At upper left below,** General President Lucassen tours the exhibits with AFL-CIO President Lane Kirkland and Secretary McLaughlin. First Vice President John Pruitt is at left. **At upper right below,** UBC Technical Director Dennis Scott, right, and UBC officers with a Job Corps official. **In the lower pictures** UBC-trained Corpsmen from the Edison Center in New Jersey demonstrate their workmanship. They include Terry Parmagiani, Edgar Jacque, Delia Jorge and Quang Tran, with instructor William Bennett.*





Dean Sooter

Dean Sooter named second general vice president in board action

Dean Sooter, Sixth District Executive Board member, has recently been named second general vice president by Sigurd Lucassen, general president. The appointment was approved by the General Executive Board, last month.

Sooter fills the vacancy created by the ascendency of John Pruitt to first general vice president and Sigurd Lucassen to general president, following the retirement of Patrick J. Campbell on February 1.

Sooter has been active in the United Brotherhood since his initiation in 1958. His union posts have been many. He is a past president of Local 2298, Rolla, Mo. From 1967 to 1972 he was a business representative of the St. Louis District Council, and he was a delegate to the St. Louis Carpenters District Council and the St. Louis Labor Council. He worked closely with the late Sixth District Executive Board member, Fred Bull, in administrative work with the Kansas City District Council and on other matters in District Six.

Upon the untimely death of Bull, Sooter was appointed Sixth District Executive Board member by General President Emeritus William Konyha.

Sooter and his wife, Dorothy, have two children and three grandchildren. His son Luther is also a member of Local 2298.

Carter named to 6th District

Fred Carter

Fred Carter has recently been named Sixth District Executive Board member. The appointment was approved by the General Executive Board during its meeting last month. Carter will fill the vacancy created after Dean Sooter was appointed second general vice president.

Carter joined the Brotherhood in October 1964 when he became a member of Local 198, Dallas, Texas. He worked as business representative for the local and was vice president of the North Central Texas District Council. He then went on to serve as president of the Texas State Council. Since 1979 he has worked with Sooter in the Sixth District as a general representative.

Carter and his wife, Mary Louise, have two grown children.

Brotherhood supports DeFazio bill to restrict U.S. log exports

General president Sigurd Lucassen announced on February 19 the union's support for the DeFazio log export bill.

The measure, introduced by the Oregon Democrat, would authorize states to enact legislation to restrict or prohibit the export of logs harvested from state lands.

"The fate of state-owned timber," said Lucassen, "should be decided in the states, not the U.S. Congress. At a time when log shortages in the west are driving the price of logs to U.S. mills higher and higher it makes no sense at all to be exporting raw logs that could be creating income and jobs for U.S. workers.

"Presently, timber harvested from western federal forests must be processed before it can be exported," said Lucassen. He continued, "It's about time states were also permitted to exercise an equal amount of care for timberlands under their control. By exporting the raw material this country loses the extra value involved in the manufacture and many additional manufacturing jobs. Timber communities will dry up and disappear if they are deprived of the jobs and income that come from wood products manufacturing."

"Our trade policy should first and foremost be concerned with the interests of the American worker, not the unlimited supply of raw logs to sawmill owners in Japan, China and Korea. No other country in the world pursues such bad trade policy," said Lucassen.

"States have a responsibility to their citizens," continued Lucassen, "and a large part of that is to use state-owned forest resources to stimulate economic health for everyone—not just a few log buyers and speculators."

Lucassen concluded by stating there is overwhelming evidence that foreign demand already exists for U.S. manufactured lumber and plywood. For example, the devalued U.S. dollar and trade promotion programs have increased lumber exports substantially the last two years. "We should not be exporting raw material when we could be exporting more finished products," said Lucassen.

The DeFazio bill has been referred to the House Committee on Foreign Affairs and is awaiting action by the subcommittee on Trade, chaired by Congressman Don Bonker (D-WA). Field hearings were held November 7, 1987, in Portland, Ore., and November 14, 1987 in Boise, Idaho.

Washington Report

NISSAN, TOYOTA PAY TAXES

The Internal Revenue Service will collect millions of dollars from Nissan and Toyota's U.S. sales units following charges that the companies underpaid U.S. taxes in the late 1970s and early 1980s.

The U.S. subsidiaries paid the parent corporations in Japan more than reasonable costs for the vehicles sold here, the IRS claimed, in order to lower profits made in the U.S. on paper so they would pay less in U.S. taxes.

The bookkeeping maneuvers may have cheated the U.S. treasury out of tax revenues, but in the end it appears Nissan and Toyota won't really be footing the bill.

Japanese newspapers report Japan's national tax agency will refund nearly $600 million to the automakers as part of the settlement deal.

NATION'S EXPORTS REBOUND

Improvement in the nation's trade situation and a huge expansion of business inventories resulted in unexpectedly strong economic growth in the fourth quarter of 1987, the Commerce Department's Bureau of Economic Analysis reports. The gross national product increased at a seasonally adjusted annual rate of 4.2% in the fourth quarter, nearly matching the third quarter pace of 4.3%. For 1987 as a whole real GNP expanded by 3.8% as measured between the fourth quarters of 1986 and 1987.

CHILD-CARE PRACTICES

About 2%, or 25,000, of the nation's establishments with 10 employees or more sponsor day-care centers for their workers' children, the U.S. Department of Labor's Bureau of Labor Statistics reported. An additional 3%, or 35,000 establishments, provide financial assistance to be used specifically for child care.

Data from a special survey in the summer of 1987 showed that 11% of all establishments—including the two groups mentioned above—provided some specific benefits or services to workers for their child-care arrangements. In addition to sponsoring centers or providing direct financial assistance, this included such services as counseling and provision of information about local child care and referrals.

MERCHANT SEAMEN NOW VETS

Maritime unions welcomed, at long last, official recognition of the World War II service and sacrifices of merchant seamen.

The Defense Department, finally responding to firm orders from a federal district judge, awarded veterans' status to all those seamen who served on U.S.-flagged merchant ships during wartime.

An estimated 250,000 men served in the merchant marine in World War II. There are no reliable figures on how many are still alive.

Transportation Secretary Jim Burnley praised the decision, saying "these men paid a heavy price. By V-J Day, while more than 730 American-flag merchant ships had been sunk by enemy action, hundreds of others with battle damage survived to be repaired and sail again." He said 5,600 merchant seamen died in enemy attacks, a figure which he said proportionately exceeded all the services but the Marine Corps.

The victory of veterans' status came eight years after the AFL-CIO filed a class action suit on behalf of four unionists. The drawn-out case was strongly backed by the Marine Engineers' Beneficial Association, the National Maritime Union and the Seafarers.

RUNAWAY PATRIOTS

Talk about gall. American shipowners flying runaway flags are whining because U.S. naval forces are protecting 11 Kuwaiti tankers now flying the American flag in the Persian Gulf, and they are denied the same protection.

Defense Secretary Frank Carlucci agreed to meet with the shipowners, but has taken the position that the Navy would only protect American-owned ships if they flew the U.S. flag.

"Our operating costs would triple," complained James Tisch, executive vice-president of Loews Corp., which owns seven supertankers. Tisch and other owners don't want to pay union wages and U.S. taxes. Tisch asked the Pentagon to let his ships follow the Navy-protected convoys and was turned down.

Thanks to a labor-backed amendment which passed Congress, all the reflagged ships will soon have American personnel.

CLEAN AIR ACT EXTENSION

Congress has passed and President Reagan signed an eight-month extension of the Clean Air Act, delaying until August 31 sanctions against cities that fail to comply with national clean air standards.

The extension was approved as part of a $600 billion government spending measure. Cities that fail to meet air quality standards as established by the Environmental Protection Agency will face possible bans on construction of potential pollution emitting facilities and a cutoff on highway and sewage funds.

A further extension may come when Congress sits down to rewrite the Clean Air Act this year.

They're called "America's best aluminum boats"—a full line from Jon Boat, Fisherman and BassFinder models to pontoons, skiffs, center consoles and more, quality craft by MonArk.

NOW THEY'RE UNION MADE

UBC signs first labor agreement with MonArk Boat Company

The United Brotherhood and MonArk Boat Co. of Monticello, Ark., have signed a first-time labor agreement after seven years of controversy, accusations and numerous legal appeals.

The long, drawn-out process began in November 1980, when the union won a government-supervised election. The employees persevered through nearly seven years of continuous legal hurdles thrown up by the company until the U. S. Court of Appeals for the Eighth Circuit ruled that the union was a proper representative of MonArk's employees and that a free and fair election had been held.

The new agreement was signed December 10, 1987. It provides the 150 employees in the Monticello, Ark., plant with wage increases, a new job-bid system for deciding promotions in a fair manner and paid funeral leave. Another feature of the contract is a plant-wide seniority rule for temporary lay-offs and recalls, which gives added protection to older, more experienced employees.

A new method of handling worker complaints was also set up. Under this procedure employees can file a grievance if they've been treated unfairly or if, in their view, some part of the labor agreement has been violated. The problem is handled by union and management officials and moves to higher levels if not resolved. At the final step, an impartial arbitrator can be called in to make a final decision that is binding on all parties.

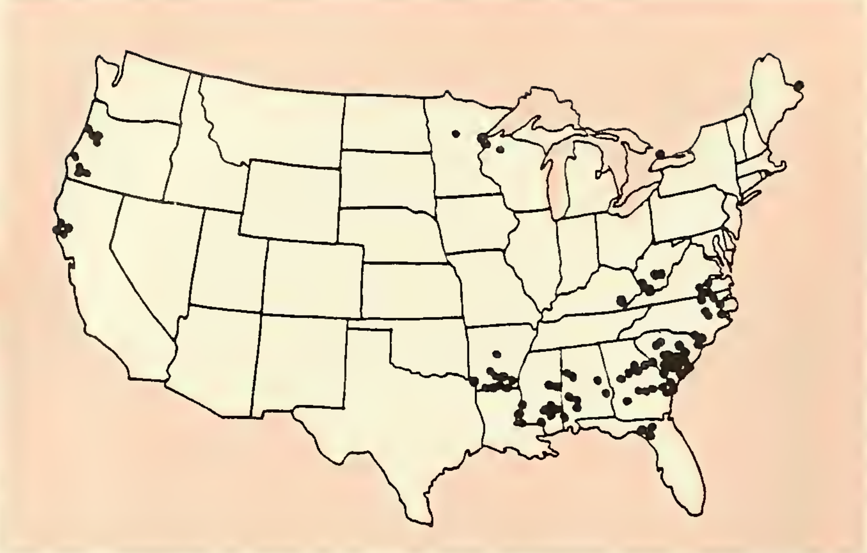
Despite signing the contract on December 10, the company continued to claim that the new agreement was invalid until just two weeks ago when the National Labor Relations Board ruled the contract was fully valid.

On Friday, February 5, all employees received an extra check for back pay. It included payment for the wage increase on regular and overtime hours worked since December 10 and payment for New Year's Day and Christmas Eve—two new holidays won under the contract.

W. C. Tucker, temporary president of Carpenters Local 2134 and a 21-year employee at MonArk Boat, said, "We're glad this seven-year battle is over, but the workers have something to be proud of. Now, we hope the company will work with us to improve conditions in the plant."

There are already signs of reduced tensions. The employees have agreed to work with the company to correct safety and health problems that were cited by the Occupational Safety and Health Administration.

A storage yard at the Monticello, Ark., plant covered by an early winter snow, at lower left. At lower right is the negotiating committee that assisted in developing the first MonArk contract. From left are Ed Fortson, UBC representative, Ricky Ingram, Dennis Hatcher, James Goodman, Judy Davis and W.C. Tucker.



Three international unions, identified by their seals at left, are jointly supporting the protest against G-P's employee policies. The map above indicates the Georgia-Pacific wood products plants—mostly located in the Southeast—where workers wore protest buttons.

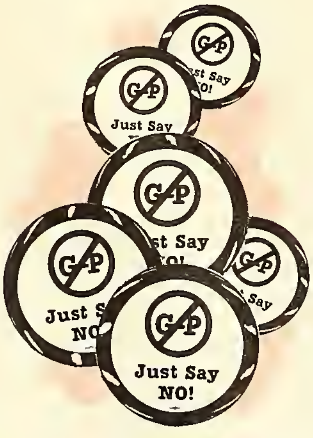
Members in Georgia-Pacific plants protest company's labor policies

February 18, 1988, was an important day for 14,000 union members who work in Georgia-Pacific mills across the country. On that day members of the United Brotherhood of Carpenters joined with members of the Paperworkers and Woodworkers unions to show their opposition to G-P's labor policies. They reported to work wearing large red and white buttons which carried the message, "Just Say No."

Members wearing the buttons in this three-union show of solidarity were saying no to G-P for the company's refusal to bargain fair labor contracts. The buttons demonstrated support for paperworkers in seven G-P mills who are working without a labor contract because they refuse to swallow company demands for "takeaways."

Since early in 1987, G-P has been insisting that these workers give up premium pay for overtime work on Sunday (a big income loss for workers in around-the-clock paper plants) and to strip the seniority clause to allow arbitrary "flexible" work assignments, job combinations and the likely loss of jobs.

"We still believe that an injury to one is an injury to all," commented Ray White, executive secretary of the Southern Council of Industrial Workers, and, he continued, "When we show unity with the Paperworkers Union, we help ourselves in the process. We must work together to fight off corporate concession demands that are completely unwarranted."



Large red and white buttons were worn by workers entering Georgia-Pacific plants.

In addition to demonstrating strong disapproval of G-P's refusal to negotiate fairly with the Paperworkers, the union protesters also objected to a laundry list of actions G-P has taken against workers in plywood, lumber and fiberboard mills. For example:

- **Violations of labor laws in union representation elections. For example, the National Labor Relations Board recently ordered a second supervised election in a Warm Springs, Ga., plywood mill because G-P intimidated workers with unlawful statements prior to the first election.**
- **The company has engaged in foot dragging, delays and tried to undercut attempts by the UBC to negotiate "first time" labor contracts for workers in three South Carolina mills, despite overwhelming wins for the union in NLRB elections. The sawmill elections in Holly Hill and Walterboro were held in July and October 1987, but, still, the company has not entered into meaningful discussions for contracts at those plants.**
- **Behind the scenes, G-P pushes and encourages efforts to decertify and to eliminate the union from its plants. The Carpenters, for example, recently defeated an attempt to kick the union out of the Holly Hill, S.C., fiberboard mill.**
- **Finally, the company forced through wage and benefit concessions in the West Coast lumber and wood products industry in 1986.**

According to Mike Draper, executive secretary of the Western Council of Industrial Workers, based in Portland, Ore., "G-P has been singled out for

Continued on Page 12

BROTHERHOOD'S BE&K CAMPAIGN MOVES NATIONWIDE

In mill towns across the country and in Canada, BE&K Construction Co.'s anti-worker policies and practices are being aggressively challenged. The United Brotherhood's campaign against the largest contractor in the paper industry is developing momentum and showing results as the campaign tracks and counters BE&K's activities in the industry. The effort against BE&K has been joined by the United Paperworkers International Union and local Building Trades affiliates at jobsites across the country.

The Brotherhood tracks the activities of BE&K through industry publications, affiliate reports and contractor contacts. Once BE&K is identified as being on-site or is indicated to be a prospective bidder on a project, a Brotherhood representative is sent to the area to assist our affiliate in developing a program designed to fight BE&K. The cooperation and assistance of the Paperworkers and Building Trades locals has been sought and has been forthcoming at each location to date.

On the West Coast, Building Tradesmen in the Contra Costa County area continue to challenge BE&K at one of its few non-paper industry projects. The job is a $350 million steel mill modernization in Pittsburg, Calif., which is a joint venture between USX (formerly U.S. Steel) and Pohang Steel, owned in part by the South Korean government. Daily picketing activities are conducted at the jobsite, while legal and regulatory battles have been initiated in state and federal forums. The project has experienced cost overruns, delays and serious health and safety problems, with two deaths on the project to date.

Worker and community health problems have also developed at another BE&K project in Maine. In early February, nine BE&K employees had to be treated after being exposed to lethal hydrogen sulphide gas that leaked at International Paper's Jay, Maine, facility. A week later over half of the residents of the town had to be evacuated after more that 110,000 gallons of chlorine leaked from the mill. The cause of the accident is being investigated at this time.

At paper mill sites across the country, such as at the Westvaco Co. mill in Luke, Md., campaigns have been initiated to inform the labor community and the public of the threat posed by BE&K. Jobsite handbilling and picketing, newspaper advertisements, showing of the Brotherhood's video entitled "BE&K: The Workers' Enemy," communications with local and state politicians and meetings with mill management personnel have been effective in confronting BE&K. Business Agent Dale Crabtree of UBC Local 1024 reports that the actions taken by the local Building Trades and the Paperworker local in the Cumberland community against BE&K should help ensure a short-lived presence for the non-union contractor in the Cumberland area.

Spreading the Word about BE&K

An important ingredient in fighting BE&K is a determination as early as possible of whether the company is in line for a particular project. At a gathering of Building Trades and Paperworker business agents sponsored by the Pennsylvania AFL-CIO, UBC Representative Everett Sullivan stressed the importance of closely monitoring every paper mill site within each agent's jurisdiction. Paperworker locals can be most helpful in monitoring a mill for BE&K's presence and providing an early warning.

"It's easier to keep them out of an area, than it is to get them out once they've established a foothold," said Sullivan. The agents were counseled to establish anti-BE&K committees and communicate to mill management the problems associated with BE&K before commitments to the company are made. Community publicity about BE&K's ratebusting and strikebreaking actions

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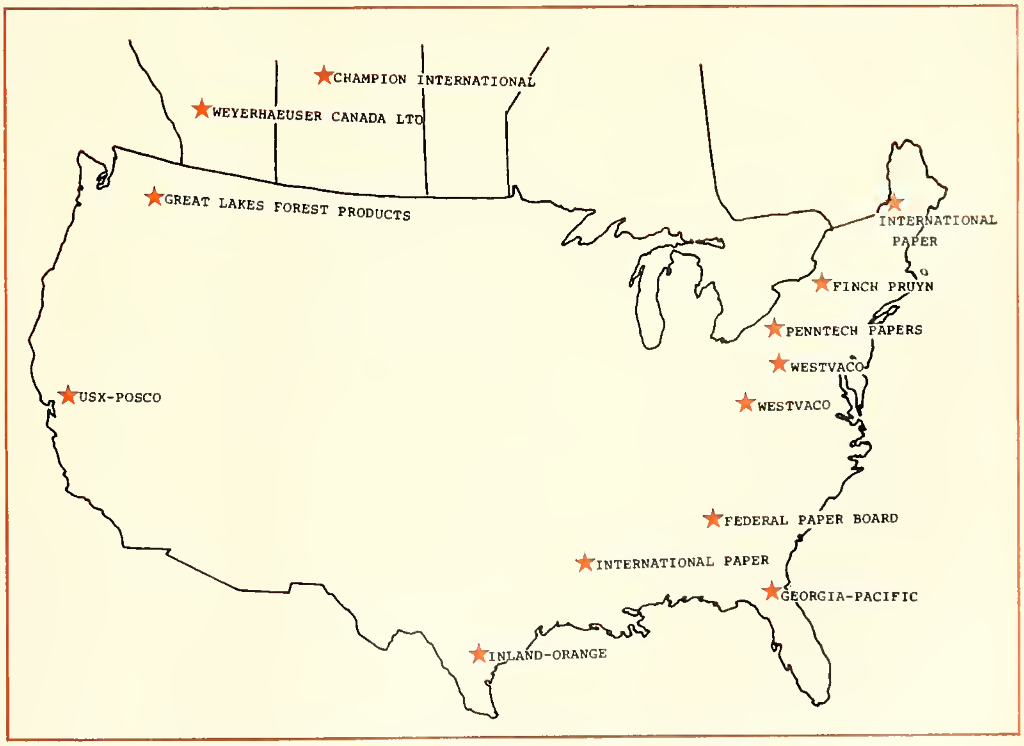

Mill sites where UBC members have initiated anti-BE & K activities.

HARD TIMES AT L-P

✓ L-P sued by federal EPA for waferboard pollution

✓ President, University of Portland named to L-P Board

✓ L-P to spinoff fibreboard division

✓ L-P workers vote for UBC in Virginia

✓ As the Brotherhood continues its fight against Louisiana-Pacific, numerous problems continue to develop for the company. The same anti-worker, anti-community policies and practices which gave rise to L-P's union-busting tactics against Brotherhood members are causing problems for L-P on numerous fronts.

EPA lawyers charged that Louisiana-Pacific violated provisions of the federal Clean Air Act when it failed to obtain federal environmental permits prior to construction of its two waferboard plants in Colorado as a trial on the issue began in federal court in Denver. The lawsuit by the government is one of numerous problems the company has experienced with its Colorado plants.

Initial permits for the plants were denied several years ago when the UBC informed state authorities of L-P's failure to mention formaldehyde emissions in its permit application. Since that time, the company has been under constant pressure from state agencies and citizens' groups to cleanup the plant's operations.

The outcome of the EPA's lawsuit has potential longterm consequences for the company. The EPA charges that because the mills are major sources of pollution, it was necessary for L-P to secure a permit for the plants prior to initiating operations. L-P argues that the plants are not major sources of pollution and thus a permit is not needed. As the leading producer of waferboard, with 13 mills in operation, the requirement to secure permits prior to construction could slow L-P's expansion.

In addition to the government lawsuit, a group of local citizens has sued L-P in federal court, claiming that the company's waferboard operations in Olathe, Colo., have harmed the health and well-being of area residents. Tests at the plant over the years have shown emissions containing high concentrations of formaldehyde, MDI, carbon monoxide, nitrogen oxides, sulfur dioxides and other chemicals.

✓ In an effort to enhance the prestige of its corporate board, L-P named the Rev. Thomas C. Oddo, president of the University of Portland, to its board of directors. In a letter to Oddo, former UBC President Patrick J. Campbell expressed his disappointment with the university president's decision to associate himself with the anti-union company.

"It is an affront to all of us in organized labor who have strived to build on the long tradition of support between labor and the Cathoic Church in the struggle for dignity and fairness of all workers" said Campbell in a letter to Oddo.

Oddo's decision to accept the board position is better understood when previous dealings between the University and L-P are considered. In 1985, the University received a contribution of $550,000 from L-P for the construction of a tennis facility on the campus. Protests were raised at that time by the Oregon labor community, but these protests also fell on deaf ears. The facility was built by a non-union contractor.

An open letter from the L-P Workers for Justice Committee to the students and faculty of the university was published in the student newspaper. The letter informs the students and faculty of the president's decision to join L-P's board and characterizes it as an insult to the workers in the wood products industry. Further actions designed to raise campus and community awareness about the board position are planned.

✓ In a strong vote for union representation, workers at L-P's new waferboard mill in Dungannon, Va., voted overwhelmingly for the UBC. Despite an aggressive campaign by the company to counter the organizing effort, the workers voted by a two-to-one margin for union representation. UBC Representative Larry Wyatt said the workers responded positively to the aggressive position the Brotherhood has taken in fighting L-P's union-busting actions.

In a letter to the workers prior to the election, the general president recounted L-P's strikebreaking actions against Brotherhood members in 1983 in the Pacific Northwest. The letter stated: "Our campaign against L-P has helped workers both at L-P and throughout the wood products industry. We've demonstrated to all employers that this union is willing to fight for each and every one of our members for as long as it takes to achieve justice. Workers in this industry generally, and at L-P particularly, need a strong voice in the industry to fight for better standards and dignity on the job. The United Brotherhood of Carpenters is that voice."

"Our campaign to secure justice for L-P workers includes efforts to secure the protections of the collective bargaining process to prevent the abuse of worker rights," said General President Lucassen.

✓ In response to the tremendous financial liability posed by a growing number of personal injury lawsuits against its Fibreboard division, L-P announced tentative plans to spinoff Fibreboard operations to company shareholders. The spinoff involves establishing Fibreboard as a separate company whose stock will be held by existing L-P shareholders. Shareholders will be given one share of stock in the new company for each share presently held in L-P.

During the past 10 years, over 41,000 asbestos liability lawsuits have been filed against the L-P subsidiary. Fibreboard was a major manufacturer of asbestos, which has been shown to cause cancer. While insurance will cover much of the financial liability incurred by the company, the growing number

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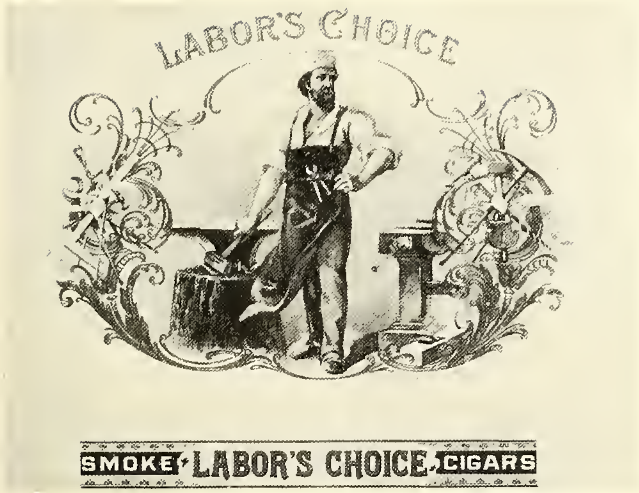
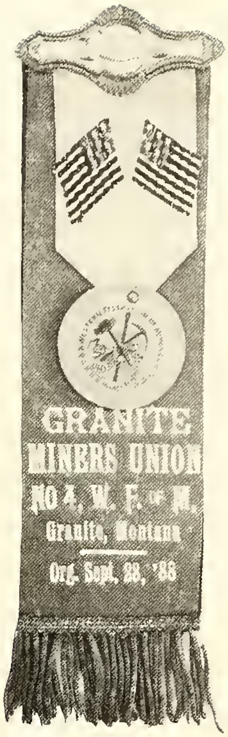
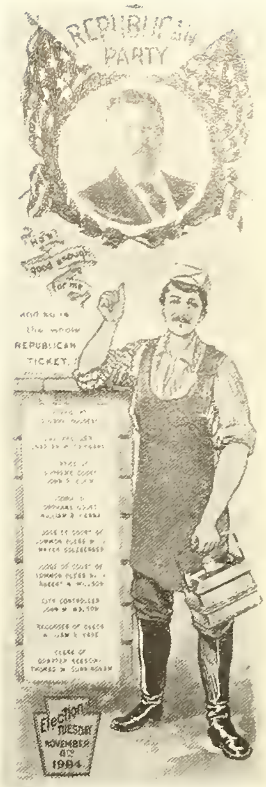




A convention badge of the Western Federation of Miners, 1888.



A banner urging workers to vote for Teddy Roosevelt, the Republican Party's successful candidate for the U.S. presidency in 1904.

THE COVER STORY

Symbols and Images of American Labor

opens at National Museum of American History

The symbols and images of North American labor take many forms, and the Smithsonian Institution's National Museum of American History in Washington, D.C., has gathered together many of them for the thousands of visitors who will tour its halls this spring.

A special exhibition of more than 140 objects, photographs and documents provides insights into how American workers have viewed themselves in the past, how others have viewed them and how these visions have changed from the 18th century to the present. While museum visitors view the exhibition, they listen to music and songs of the American worker—Tennessee Ernie Ford's "Sixteen Tons," Dolly Parton's "Nine to Five," and old favorites of the labor movement like "Solidarity Forever," "We Shall Overcome" and the songs of Joe Hill.

The United Brotherhood is well represented in the exhibition. A banner loaned by the UBC's Western Pennsylvania District Council hangs on one wall. A charter of the Amalgamated Society of Carpenters and Joiners, which merged with the Brotherhood in the early days, is displayed. Old tintypes of carpenters and cabinetmakers line the wall.

The first section of the exhibition presents symbols adopted by workers to express their concerns and self images. Occupational portraits, membership certificates and organizational emblems illustrate the workers' sense of personal and group identity.

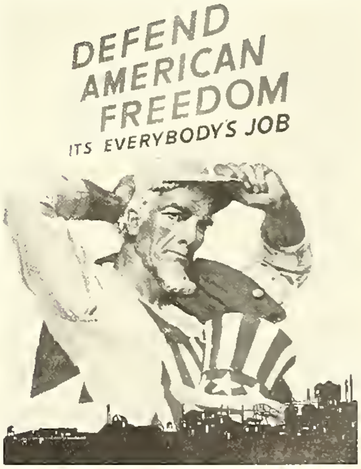
The second section examines popular portrayals of the "working class" that reveal general attitudes toward this segment of society. Included are objects and illustrations that have appeared on product labels and in magazines, books, campaign literature, advertisements, television and the movies.

"Through the symbols and emblems selected by workers to identify their organizations, one discovers a clear sense of dignity and pride in the contributions they made to American life," Harry Rubenstein, curator for the exhibition, says. "The broad media appeal served both to represent and influence public opinion toward labor as industrialization dominated the economy and altered workers' roles in society."

The National Museum of American History is devoted to the collection, care, study and exhibition of objects that reflect the American experience. It also offers lectures, concerts and other programs which interpret that experience. The museum, located at 14th Street and Constitution Avenue N.W., in Washington, D.C., is open from 10 a.m. to 5:30 p.m. daily, except December 25. Admission to the museum is free.

VIVA LA HUELGA
SUPPORT FARM WORKERS

The Farm Workers of Cesar Chavez urged support of their strike with boycott buttons.



A poster which appeared in defense and war-production plants during the World War II era.

Ohbayashi signs agreement at three construction sites

A $47-million water-diversion project of the U.S. Corps of Engineers in San Antonio, Texas, was awarded last year to the Ohbayashi Construction Co., of Japan, and it was going to be built non-union.

More than 300 union building tradesmen of South Texas rose up in protest, and, as we reported last month, they marched through downtown San Antonio from a big rally.

This month, we're happy to report that the big flood control project, designed to divert waters from the San Antonio River at flood stages, will now be all union. An agreement to that effect has been signed by Ohbayashi.

The Heavy and Highway Committee, composed of six Building Trades unions, including the UBC, reports, meanwhile, that two Ohbayashi construction projects in southern Arizona have also gone union in the aftermath of the San Antonio pact.

US ARMY CORP

Participants in the signing of the San Antonio tunnel agreement gathered outside the construction site headquarters for a picture. They included, from left, Second General Vice President Dean Sooter, Kanami Tonada of Ohbayashi Construction Co., UBC Representative Ron Angell, Terry Bumpers of the National Joint Heavy and Highway Construction Committee and a representative of the Laborers Union. Other unions also participated. The tunnel project is an undertaking of the U.S. Corps of Engineers.

Hard Times, L-P

Continued from Page 10

of cases was seen as a threat to L-P's financial position. Company auditors for the first time qualified the company's financial reports in its 1986 annual report. This action reflected the concern that insurance coverage would not be sufficient to cover damages and that corporate resources could then be used to satisfy the claims. Once the spinoff is consumated, L-P hopes it will be able to shield itself from the onslaught of lawsuits.

It is ironic that lawsuts are prompting an end to L-P's association with Fibreboard, because that is how L-P's association with Fibreboard began. L-P was found guilty on civil fraud in connection with the acquisition of Fibreboard and paid a $5.3 million damage settlement. L-P was found to have conspired with Fibreboard executives to improperly reduce the selling price of the Fibreboard stock prior to purchase. Shortly after the acquisition, the asbestos lawsuits began.

BE&K Campaign

Continued from Page 9

is also most helpful in preventing the company from establishing a presence in a community.

BE&K's strikebreaking actions for International Paper Co. continue against striking and locked-out Paperworkers at several of the company's mills. BE&K's strikebreaking assistance, which is documented in the Brotherhood's video, has been a key ingredient in the efforts by various paper companies to extract unfair contract concessions. While paper industry profits are high, concessions have been exacted from production workers, because of BE&K's important assistance in keeping struck mills operating.

In an effort to tell the story about International Paper, a caravan of workers is being organized to travel to communities throughout the South. A UBC representative will travel with the group to inform these communities of BE&K's role in the effort to gut the contracts of workers in the forest products industry.

UBC General President Sigurd Lucassen is calling for the active involvement of all Brotherhood members in the BE&K fight, highlighted the need to fight the company at every mill and in every community where they are found.

"With each passing day, we are going after this non-union, strikebreaking contractor in more and more towns. In order to fight the anti-worker, anti-community actions of BE&K effectively, we must fight them everywhere they do business. This is a national company and we must have a well-coordinated national campaign to counter them," stated Lucassen.

CONSTRUCTION ENTRANCE ONLY
STOP

There were UBC pickets at Louisiana-Pacific's Dungannon, Va., waferboard mill during its construction in 1985. Millwrights Local 319 maintained an area standards picket line at the installation. The mill has since been organized by the Brotherhood, and we have won an election, which the company is protesting.

Georgia-Pacific

Continued from Page 8

special attention by our three unions because they are flirting with stone-age labor policies. Our only choice is to say no and to say it with the conviction to fight back. The February 18 protest day represents one small piece of a larger program of mutual assistance among all forest industry unions in order to combat employers who made ridiculous concession proposals."

New study by union-industry group:

Labor-management programs help to contain health care costs

Joint labor-management efforts to control health care costs have proved successful, according to a report by the Labor-Management Group of union and business leaders.

However, the union and industry leaders expressed concern that health care cost increases are still outstripping overall inflation rates. Between 1978 and 1986, the Consumer Price Index rose 68%, while medical care costs rose 98%.

Employer contributions for health insurance premiums rose at an average annual rate of 14% between 1975 and 1985, ranging in some cases to 25% and 40%. In 1985, costs to employers for health insurance contributions were more than $105 billion, according to the report.

In addition, 37 million Americans lack health insurance, and the number is growing. Both labor and management agreed on the need for government programs to help poor and unemployed Americans who lack health insurance. Both sides also agreed that there is a need to improve job-related benefit programs, but disagreed on the strategies involved.

The Labor-Management Group, which published "Policy Issues in Health Care," is a private organization composed of labor and business leaders. Formed in 1973, it is coordinated by founder John T. Dunlop, a former Labor Secretary who is now a Harvard University professor. AFL-CIO President Lane Kirkland and TRW, Inc. Chairman Ruben F. Mettler, co-chair the group.

Commenting on the report, Kirkland said, "We know what it takes to develop a high quality, well-managed and equitable health care system. The rate of change due to new technology, shifting demographics and new relationships within the health care field make it vitally necessary for unions and companies to know what works and what doesn't and to keep their health care programs moving ahead."

Mettler said that management's ability to deliver quality health care services is "truly paramount as we face an upsurge in the rate of increases for health care costs." Labor-management cooperative efforts to contain costs are "necessary to bring cost increases under control," he said.

Among cooperative actions recommended by the group were the establishment of cost-containment committees, pre-admission authorization programs, utilization review, mandatory second opinions, case management and the use of alternative delivery systems, such as health maintenance organizations and preferred provider organizations.

Also recommended were policies to control the costs of technology development and distribution, professional liability and malpractice and health care data management.

The study analyzed six health care cost containment programs in which cooperative labor-management efforts were credited with successfully holding down medical costs. The programs included:

- An Informed Choice Plan (ICP) developed by the Auto Workers and General Motors. The ICP is a three-option program offering hospital, surgical, medical and prescription drug coverage.

- A joint labor-management committee established by the Communications Workers, Electrical Workers and AT&T. The health care committee oversees administration, plan design and health education and promotion. It also is involved in the health care delivery system, including creation of a hospital Pre-Certification Program.

- A Bargaining Unit Benefits Board with joint trustees from the State of Oregon, Service Employees Local 503 and the Oregon Public Employees Union. The board achieved substantial savings in health care expenditures which brought costs below negotiated employer contributions. The savings were

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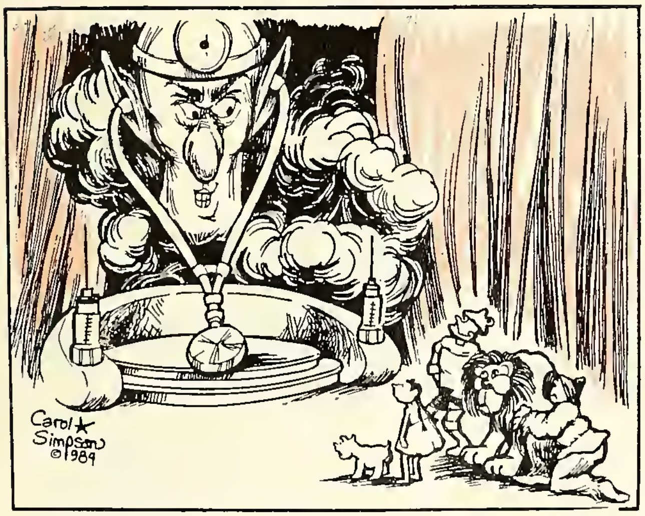
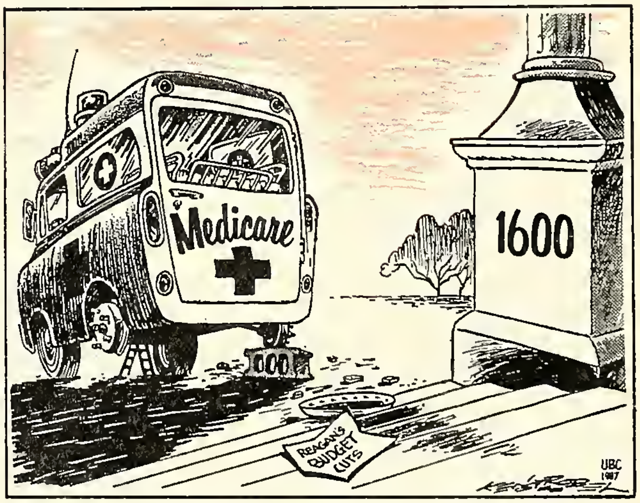


"You say you want a new heart? Gee, I dunno. . . . How much health insurance do you carry?"



Medicare rolls along as best it can in a high-priced economy. Congress is considering legislation.

Retired General President Campbell, left, joins labor and medical leaders in turning the first shovels. At right, he speaks to the gathering at the construction site.

The *'Blueprint for Cure'* campaign shows results

GROUND BROKEN FOR DIABETES RESEARCH INSTITUTE

For more than two years the United Brotherhood, the Sheet Metal Workers and the AFL-CIO Building Trades have headed up a campaign to raise funds for a diabetes research institute in Miami, Fla. Fund-raising events have been held all over North America, and the *Carpenter,* month after month, has reported individual and group donations to the cause.

The drive, called "Blueprint for Cure," is beginning to show concrete results.

Last month, ground was broken for the $10 million Diabetes Research Institute at the University of Miami/Jackson Memorial Medical Center. In a brief ceremony, Monday, February 15, labor leaders and local dignitaries assembled just north of N.W. 14th Terrace on the center's medical complex to turn the first spade.

Taking part in the program were the co-chairmen of the campaign to raise the $10 million—Patrick J. Campbell, retired general president of the United Brotherhood; Edward J. Carlough, general president, Sheet Metal Workers International Association, and Robert A. Georgine, president, AFL-CIO Building and Construction Trades Department.

Martin D. Kleiman, chairman of the board of directors of the Diabetes Research Institute Foundation, was master of ceremonies. Welcoming the guests were U.S. Congressman Dante B. Fascell; Bernard J. Fogel, M.D., University of Miami vice president for medical affairs and dean, School of Medicine; and Ira C. Clark, president, Public Health Trust.

Other Diabetes Research Institute Foundation officials on the program were Henry A. Keller Jr., president, and Robert T. Held Sr., chairman board of governors.

Mrs. Joseph (Eleanor) Kosow, who on behalf of her late husband and with the support of her children pledged $3.5 million for the Eleanor and Joseph Kosow Diagnostic and Treatment Center, was a speaker. The center will be the primary clinical area where care and education will be provided to diabetic patients and their families.

Edward T. Foote II, president of the University of Miami, emphasized the importance of the Diabetes Research Institute, once it is completed. Daniel H. Mintz, M.D.; and Mary Lou Held, professor of medicine and scientific director, Diabetes Research Institute, reviewed the importance of the new facility for patient care, research and training.

The six-story, 60,000-square-foot Diabetes Research Institute building is scheduled for completion late in the summer of 1990.

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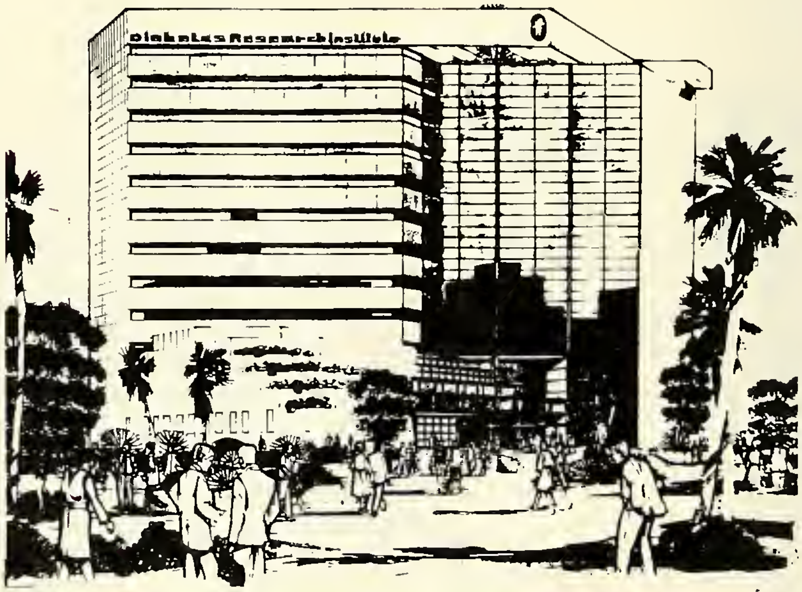


An architect's drawing showing the Diabetes Research Institute as it will eventually appear on the campus of the University of Miami/Jackson Memorial Center.

Homeownership nightmares

Protecting consumers from “closing shock”

By REP. DEAN A. GALLO,
Republican, New Jersey's 11th District

CONGRESSMAN GALLO

John and Mary have spent the first four years of their married lives saving for the purchase of their first house.

Last spring, they found the house of their dreams and decided that they could afford the loan application, closing fees and downpayment. Based on the figures given to them when they applied for the $80,000 mortgage on their dream house—at an 8% rate of interest "locked in" for 60 days—they filed their application and paid their fees.

By the 58th day, however, it became clear that the mortgage would not be settled within the 60-day lock-in period and that they faced a 2% increase in interest rates at the time of closing.

Their budget was now stretched to the breaking point, and they faced the choice between deeper debt or the loss of the home as well as the fees they had already paid. In all too many cases of this kind, John and Mary would have no choice; they simply couldn't pay the added cost and would have to withdraw.

For countless Americans like John and Mary, the dream of homeownership turns into a nightmare when they come face to face with "closing shock."

My Residential Mortgage Credit Fairness Act of 1987, H.R. 2609, prohibits lenders who have promised guaranteed interest rates or set the number of points to be paid at closing, from using delays in the closing process forcing consumers to accept less favorable rates than they were originally offered.

This bill is based on the simple idea that a promise *is* a promise, not just for 60 days, but until the date of closing. Mortgage lenders are not required by this bill to offer a locked in interest rate but, if they choose to do so, this bill will require them to live up to that promise until the date of closing.

Everyone benefits from this legislation, because it provides up front assurances to consumers and benefits responsible lenders who act in good faith to meet the needs of home buyers and refinancers alike.

Under the current situation, lenders who treat consumers fairly and honestly are being punished for their honesty by being undercut in the marketplace by those few bad apples who may not have any intention to keep their promises.

Judging by the very positive consumer response nationwide to my Residential Mortgage Credit Fairness Act, I think it is safe to say that this bill can be carried through Congress on the strength of grass roots action.

As a result of early support from Consumers Union and others, my bill has the strong bipartisan support of 58 members of Congress, evenly split by party affiliation and representing 25 states. Of the 12 members of the Banking Committee who are cosponsors, 11 are also members of the Housing and Community Development Subcommittee, which is the focus of our efforts on behalf of the bill.

The numbers show that this bill is needed. The state of New Jersey has received more than 1,300 consumer complaints documenting, among other things, that interest rate changes, additional points and delays in processing have cost homebuyers thousands of dollars in additional up-front charges and mortgage payments over the life of their loans. In Maryland, more than 2,500 complaints have been filed with the state. Washington State Attorney General Ken Eikenberry has expressed concern over the upswing of complaints in his state.

Thousands of people from across the country have written to national housing columnist Ken Harney with their stories of broken promises.

A woman from New Milford, N.J., who was given a lock in rate of 8½% but was given 10⅞% at closing, wrote: "I'm 8 months pregnant and talk about the stress, it was incredible. What's the sense of locking in if it means nothing. I know I won't get my money back. I just don't want it to happen to someone else."

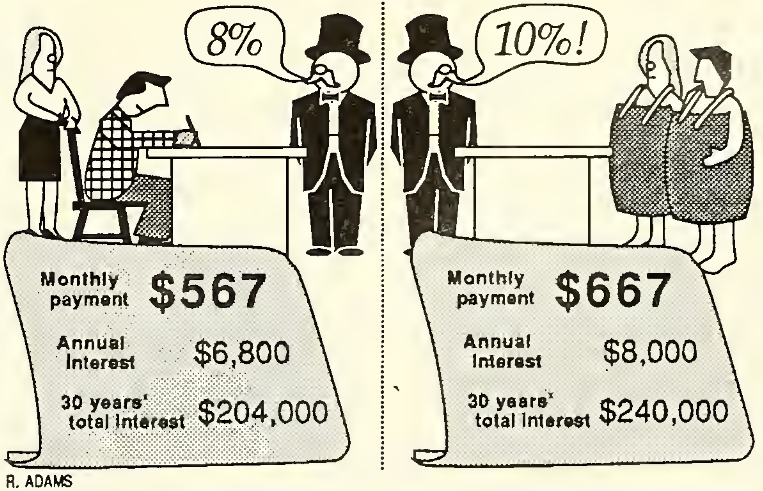
An Oklahoma City consumer, quoted 8½% only to find an 11% rate at closing, expressed frustration: "I want this house very much. I have nowhere to live, and have no choice

Continued on Page 16

“Closing shock” ruins mortgage dreams

John and Mary apply for an $80,000, flat rate, 30-year mortgage and are told they will receive a locked-in 8% rate.

At closing, they are told the rate has gone up to 10%. With this two-point increase, their monthly payment grows by 18%.



John and Mary apply for an $80,000, flat rate, 30-year mortgage and are told they would receive a locked in rate of 8%. At closing, they are told the rate has gone up to 10%.

With this 2% increase, their monthly payments will increase from $566.67 to $666.67; their yearly interest payments will go from $6,800 to $8,000; and the total interest over the 30-year life of the mortgage will increase from $204,000 to $240,000.

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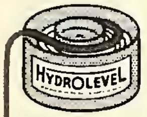

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Protecting consumers

Continued from Page 15

but to accept this railroad job."

A Louisville, Ky., couple expressed the feeling of helplessness that accompanies unexpected increases in loan rates beyond their control: "We were in no way responsible for any of these delays, yet we are the ones who are being penalized for them. I don't believe that simply saying they had a huge workload or that there is an extremely active market is a valid defense. We had a contract with them and they breached it."

Often, it seems that many consumers are reluctant to talk about their frustrations publicly until they hear that legislation has been proposed to help other people in the future.

I have been stopped on the street by people who have heard about my bill and are prepared to tell their personal horror stories only because they do not want what happened to them to happen to others.

A Toms River, N.J., woman whose rate increased almost 2% over the original lock in expressed the feelings of many consumers: "My husband and I have been sick and disgusted with the whole thing and can only hope that no other hard working people have to be made such fools of or abused and literally put down in such a demeaning way as we were."

My legislation is designed to protect the John's and Mary's of the world from "closing shock" when they make the costly discovery that a promise is not necessarily a promise.

Health care costs

Continued from Page 13

used to fund benefit expansion and rate stabilization.

- A joint health care committee established by State, County and Municipal Employees Pennsylvania Council 13 and the Commonwealth of Pennsylvania cut estimated costs for the health care plan by $50 million.
- Cost containment efforts, including contracts with two major health organizations, saved nearly $11 million over a 29-month period for the Affiliated Health Funds, Inc. of the Construction Contractors and Southern California Carpenters, Pipe Trades, Iron Workers and Operating Engineers. The savings were needed due to a severe decline in the Southern California construction industry, with reduced employment. Nearly $4.8 million of the savings went to members through the reduction or elimination of out-of-pocket expenses.
- A three-prong cost containment effort by the Food Employers Labor Relations Association and Food and Commercial Workers Local 400 Health and Welfare Fund. Included are monitoring of provided care, incentives to participants to control costs and consumer education for participants.

Michigan Carpenters work with management for market recovery

The Detroit and Southeast Michigan Carpenters District Council and three management contractor associations are out to "accentuate the positive" and "eliminate the negative," according to the Detroit *Building Tradesman*.

In an Operation Turnaround labor-management campaign, they are working to maintain and improve the knowledge, skills and technology of the union construction workforce in their area.

The plan was announced at a recent press conference by the Labor-Management Productivity and Training Committee, a coalition of the Detroit area council, the Detroit Chapter of the Associated General Contractors of America, the Association of Construction Employers and the Carpenter Contractors Association.

The new program commissioned by the LMPT is the direct result of a survey conducted by the University of Michigan's Center for Construction Enginering and Management.

The new plan calls for the expansion and improvement of a recently-established foreman's training program in the Detroit metropolitan area, and the start-up of a new journeyman upgrade program to be put in place this fall.

The survey utilized in-depth interviews with individuals in the industry for an analysis of building permit data, and an opinion survey of owners and contractors to gather information on their experiences concerning the various aspects of the construction industry in southeastern Michigan.

The results of the survey highlighted areas in which union workers excelled or fell short of the performance of non-union workers in the metropolitan Detroit area, commented Daniel J. Kelley, secretary-treasurer/business manager of the Detroit Area Council and the committee's labor co-chairman.

Major findings of the study indicate that:

- Union workers are perceived as being more knowledgeable and produce higher quality work than their non-union counterparts.
- There is a definite perception that the cost of union construction is greater than non-union labor. Many respondents said the higher cost is not justified.
- The dollar value of union construction in metropolitan Detroit has increased dramatically over the past five years, even though the overall market share has decreased. Union construction's market share increases substantially with the size of the individual project.
- With union contractors winning less than 50% of projects smaller than $5 million, unions need to be more flexible in their work rules and eliminate the threat of work stoppages.

"The LMPT was established three years ago to solve the problems and build on the strengths that this survey points out," Kelley said. "I suppose I could have wished the

Continued on Page 38

Ottawa Report

ONTARIO WORKER SHORTAGES

Southern Ontario's booming economy and low unemployment rate have made it a job-hunter's paradise, according to the *Financial Post*. The boom has left employers scrambling to fill gaping job vacancies, the newspaper states.

The economy is so overheated that the six metropolitan areas with the lowest unemployment rates in Canada are all located in Southern Ontario. There have been 276,000 community, business and personal service jobs, 87,000 manufacturing jobs and 68,000 construction jobs added since 1982.

The manpower drought spans all industries and occupations. In a study published last November, the Ontario government calculated the province was facing shortages in 98 highly skilled occupations, including tool-and-die making, welding, technology, auto mechanics and mold making.

The shortfall is particularly acute among skilled construction tradesmen, who are in short supply due to the residential and commercial construction boom.

In Toronto, the lack of bricklayers, carpenters and cement masons is causing costly delays in some construction projects. The shortage will undoubtedly ease once the housing boom tails off.

Longer-term, however, the problem won't go away entirely, since most younger people are eschewing construction trades. "The average bricklayer in Toronto is 46 years old, which means there will be more trouble ahead unless more younger people start coming into the trade," one Toronto contractor says.

WITCHCRAFT HOLIDAYS

The Ontario Public Service Employees Union has upheld the right of a community college clerk to practice his religion. An arbitration board has ruled that Humber College must give OPSEU member Charles Arnold paid religious holidays.

Arnold is a second-degree high priest of the religion Wicca, or witchcraft. Based on evidence supplied by a University of Toronto religion professor, the arbitration panel unanimously decided that Wicca is a religion and that Arnold is therefore entitled to paid time off for Wicca high holidays.

OPSEU's coordinator of grievances, Mike Pratt, called the board's decision "a victory for religious freedom."

FEWER STOPPAGES IN 1987

The past year was one of the lightest in a decade for work stoppages according to figures released in January by Labour Minister Pierre H. Cadieux.

Labour Canada statistics show that time not worked due to work stoppages in 1987 amounted to 2,460,890 person-days, or 0.09% estimated total working time (9 days per 10,000 worked). This is a significant improvement from 1986 when 5,651,700 person-days were not worked (0.22% of working time). The 1987 figure is among the lowest in the past 10 years. All these figures are based on work stoppages involving 500 or more employees.

Labour Minister Cadieux noted that, despite the relatively low totals, a few strikes received a great deal of attention. For instance, Canada Post was involved in disputes with the letter carriers and with inside postal workers. Rotating strikes, followed by a lockout, occurred at Air Canada, and British Columbia experienced a province-wide one-day strike in protest against new labour legislation last June.

SETBACK ON INJURY SUITS

Ontario legislation prohibiting workers from suing for damages for injuries suffered on the job has been upheld as constitutional by the provincial supreme court.

The sections of the Workers' Compensation Act that restrict the right to sue are not discriminatory, said Mr. Justice Robert Montgomery.

However, Montgomery's decision is only the first step in a judicial process that will probably take the case to the Supreme Court of Canada.

The Workers' Compensation Act classifies employers into two categories: Schedule 1, which includes most private sector companies; and Schedule 2, which includes government employers and some private employers such as the railways.

Employees in the first category can't sue their employer or any other employer or employee in Schedule 1 for damages. Those in the second category can't sue their employers, but can sue other workers or other Schedule 2 employers.

U.S., CANADIAN TRADE PACT

Canadian and United States trade unionists are not happy with the trade pact recently negotiated by the Reagan and Mulroney administrations. Unions on both sides of the border feel that the pact fails to address differences in currency rates. The treaty was attacked by the Canadian trade union movement for perpetuating "significant inequities" now in place. The treaty faces opposition in both Congress and the Canadian parliament.

EMBASSY IN WASHINGTON

A new Canadian Embassy in Washington, D.C., which has been under construction two years, this month, is expected to be completed by mid-summer, according to Robert Shortman, the man from Ottawa overseeing the project. The site is only two blocks from the United Brotherhood's general offices.

U.S. hunger, homelessness reaching epidemic levels

By Press Associates

"President Extols State of Nation—Administration 'Restored the American Dream,' Reagan Says." That was the headline in the *Washington Post* the morning after the president's State of the Union address.

Around the nation, however, the mayors were making their midwinter report on "the continuing growth of hunger, homelessness and poverty in America's cities."

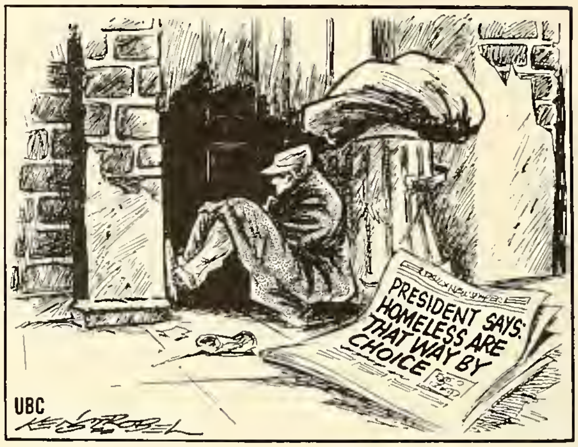
Boston's Mayor Raymond L. Flynn declared, "The growing epidemic of hunger and homelessness in the United States is the result of the failure of federal government policies."

Flynn, speaking as chairman of the task force on hunger and the homelessness for the U.S. Conference of Mayors, cited "drastic cutbacks" in federal social programs.

In reviewing a task force 26-city survey, Flynn pointed out that more than 32 million people live below the poverty line, an increase of more than 3 million since 1980. Two-thirds of those seeking emergency food are children and their parents. One-third of the homeless are children and their parents. In most of the cities surveyed, families made up the group for whom emergency shelter and other services were lacking.

The increase in homeless families with children was 144% in Charleston, S.C., 75% in Providence, R.I., 66% in Philadelphia, 40% in Los Angeles, 30% in Norfolk and 20% in Cleveland. Only Louisville, Ky., reported no change. The number of homeless single women increased in 21 of the 26 cities surveyed.

Homelessness does not necessarily mean joblessness. The 26 cities surveyed reported 22% of their homeless people hold either full- or part-time jobs. These are the working poor, who need aid to supplement low wages and may be ineligible for benefits.


PRESIDENT SAYS: HOMELESS ARE THAT WAY BY CHOICE
UBC

The outlook for the coming year is grim. The mayor's survey reported that 24 of the 26 cities expect the demand for emergency shelter to increase in 1988.

The time has come "to adopt national policies that reflect our national will to eliminate homelessness, poverty and hunger," he stressed. Perhaps the tide is beginning to turn, however slowly.

Last summer, Congress passed and Reagan signed a $1-billion homeless aid bill, though administration officials opposed it as too costly and unnecessary. In December, the Congress passed a much needed housing authorization bill—again over administration opposition.

Boston's Mayor Flynn also called for national health insurance, a higher minimum wage, job training programs, food stamps for all who qualify, expanded child nutrition and community-based support for the mentally ill.

U.S., Mexican unions map plans on runaway plant exploitation

Top U.S. and Mexican union leaders have agreed to map out joint plans to counter the exploitation of workers on both sides of the border by U.S. multinational corporations which have been shifting U.S. jobs to "maquiladora" plants in Mexico.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, addressing a union conference here on the proliferation of the maquiladora plants, said federation representatives met recently with Fidel Velazquez, the head of Mexico's labor federation, the CTM, in Mexico City "to express our common concern." Donahue said a joint union task force will be set up to deal with the problem.

Hundreds of U.S. corporations in recent years have moved assembly operations from the U.S. to the mushrooming maquiladora complex south of the Rio Grande. The cross-border move was spurred by the collapse of the Mexican peso in 1982 as Mexico's oil revenues were hit by plummeting world oil prices.

A cheaper peso and rising unemployment in Mexico means that Mexican labor has been getting even cheaper and more exploitable. The Reagan administration, with its "free market" philosophy, has encouraged the shift of plants and jobs to Mexico. Companies also have been attracted by the lack of workplace health and safety standards as well as environmental regulations.

Congress told the Commerce Department in 1986 to stop using taxpayers' money to underwrite lavish trade shows aimed at luring still more U.S. firms across the border.

Nearly 270,000 Mexican workers, 75% of them young women and teenage girls, work for an average 69 cents an hour in the 987 maquiladora plants. Literally, maquiladora means "grain mill" where flour is processed. By extension, it has come to mean a plant where U.S. parts are processed, or assembled, into finished products.

The maquiladora industry began in 1965, when the U.S. ended the notorious "bracero" program, a decade-long experiment with "guestworkers" from Mexico, primarily used as farmworkers in California and Texas. In response to the Mexican government's plea for help in relieving its unemployment problem for former braceros, the U.S. agreed that "twin plants" on both sides of the border would have favorable tax and customs treatment.

For the first decade, growth was gradual, with the 57 plants on the Mexican side becoming 300 and the number of maquiladora workers rising from 4,200 to about 30,000. Growth accelerated rapidly in the 1980s and began to stretch far beyond the border region as the Reagan administration ignored the failure of U.S. firms to adhere to the "twin-plant" and border location provisions of the 1965 law. Where "twin" plants actually exist on the U.S. side, they tend to be shells which employ few if any production workers.

The maquiladora assembly industry is expected to grow 7 to 10% annually, employing between 600,000 and 800,000 workers by the turn of the century.

Maquiladora plants, owned by such corporate giants as General Motors, General Electric and Zenith, handle electric and electronic components, auto parts and other transportation equipment, textiles and apparel, furniture and services.

Lost or stolen: credit and automated teller machine cards

Two good financial reasons to report the loss or theft of your credit cards

People are finding it increasingly convenient to shop with credit cards or to bank at automated teller machines with ATM cards. But the ease with which these cards can be used also makes them very attractive to thieves.

Loss or theft of credit and ATM cards is a serious consumer problem. However, the Fair Credit Billing Act and the Electronic Fund Transfer Act establish procedures for you and your creditors to follow to resolve problems with credit card and electronic fund transfer accounts.

Following are guidelines on what to do if any of your cards are missing or stolen, suggestions on how to protect your cards and explainations on what you can expect from a credit card registration or protection service.

REDUCING YOUR LOSS

There are at least two good financial reasons for you to report the loss or theft of your credit and ATM cards quickly. First, the sooner you report the loss, the more likey you will limit your liability if someone uses your card without your permission. Most card fraud occurs within the first 48 hours after a card is stolen.

Second, the sooner you report any loss, the more card costs can be kept down. You pay higher interest rates and annual fees because card fraud costs issuers hundreds of millions of dollars each year.

If any of your cards are missing or stolen, report the loss as soon as possible to your card issuers. Some companies have toll-free or WATTS numbers printed on their statements and 24-hour service to accept such emergency information.

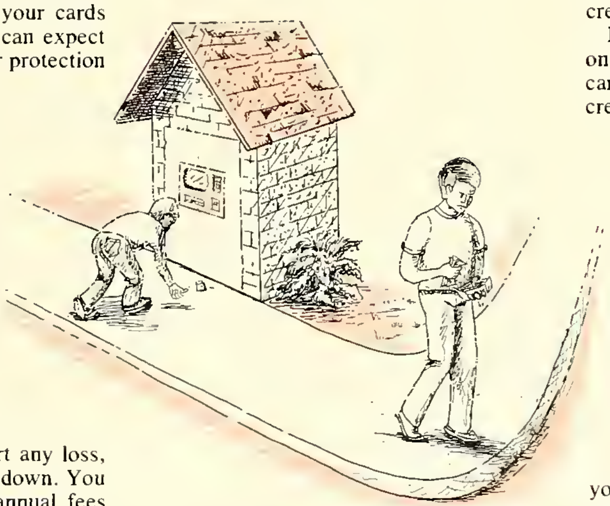
For your own protection, you should follow up your phone calls with a letter to each card issuer. The letter should give your card number, say when your card was missing, and mention the date you called in the loss.

You may wish to check your homeowner's insurance policy to see if it covers your liability for card thefts. If not, some insurance companies will allow you to change your current policy to include protection for card losses.

CREDIT CARD LOSS. If you report the loss *before* these cards are used, the FCBA says the card issuer cannot hold you responsible for any unauthorized charges.

If a thief uses your cards before you report them missing, the most you will owe for unauthorized charges on each card is $50. This is true even if a thief is able to use your credit card at an ATM machine to access your credit card account.

However, it is not enough simply to report your credit card loss. After the card loss, review your billing statements carefully. If your statements show any charges not made by you, send a letter to the card issuer describing each questionnable charge on your account.



Again, tell the card issuer the date your card was lost or stolen and when you reported it to them. Be sure to send the letter to the address provided for billing errors. Do *not* send it with a payment or to the address where you send your payments unless you are directed to do so.

ATM CARD LOSS. If you report an ATM card missing *before* it is used without your permission, the EFTA says the card issuer cannot hold you responsible for any unauthorized withdrawals.

If unauthorized use occurs before you report it, the amount you can be held responsible for depends upon how quickly you report the loss to the card issuer. For example, if you report the loss within two business days after you realize your card is missing, you will not be responsible for more than $50 for unauthorized use.

However, you could lose as much as $500 because of an unauthorized withdrawal from your bank account if you do not tell the card issuer within the two business days after you discover the loss.

You risk *unlimited* loss if, within 60 days after your bank statement is mailed to you, you do not report an unauthorized transfer or withdrawal. That means you could lose all the money in your bank account and the unused portion of your maximum line of credit established for overdrafts.

If any unauthorized transactions appear on your bank statement, report them to the card issuer as soon as you can. As with a credit card, once you have reported the loss of your ATM card you cannot be held liable for additional amounts, even if more unauthorized transactions are made.

PROTECTING CARDS

The best protections against card fraud, of course, are to know where your cards are at all times and to keep them secure. For ATM card protection, it is important to keep your Personal Identification Number a secret. Memorize this number. Statistics show that in one-third of ATM card frauds, cardholders wrote their PINS on their ATM cards or slips of paper they kept with their cards.

The following suggestions may help you protect your credit and ATM card accounts.

For credit cards:

- Never give your account number to persons who contact you by phone unless you make the call;
- Never put your account number on the outside of an envelope or on a postcard;
- Draw a line through blank spaces on charge slips above the total so the amount cannot be changed;
- Do not sign a blank charge slip unless absolutely necessary;
- Rip up carbons from the charge slip and save your receipts to check against your monthly billing statements;

Continued on Page 38

CLIC Report

Miller amendment on child exploitation

Representative George Miller (D-Calif.) recently proposed an amendment which was passed by the House enabling the State Department to take the first step in ending the brutal exploitation of children in the world's labor force. Similar legislation is soon expected to be introduced in the Senate.

According to Miller, an estimated 88 million children—and perhaps as many as 200 million—between the ages of 11 and 15 are part of the world's labor force. They work for virtually no pay, work longer hours than allowed for adults and often work in dismal, dangerous conditions.

"This amendment (approved by the House) is part of my continuing effort to ban the importation into our country of products produced in violation of child labor rights," Miller said.

Miller's amendment would help highlight those countries that fail to respect even minimal international standards for the protection of children in the workplace. "We should not be forced to rely on hearsay evidence or press reports for our information . . . We must have a government mechanism for a regular analysis of child exploitation," Miller stated.

Congressman George W. Crockett of the 13th District of Michigan receives a check in support of his 1988 campaign from CLIC supporters in Detroit and Southeast Michigan. Presenting it to him are Ronald Krochmalny and Leon Kinchloe.

Securities manager hits corporate ethics

Far too many corporate bosses are "not only unethical but immoral" in today's financial world, Asher Edelman, managing general partner of Plaza Securities Co., told a recent gathering of the World Economic Forum in Switzerland.

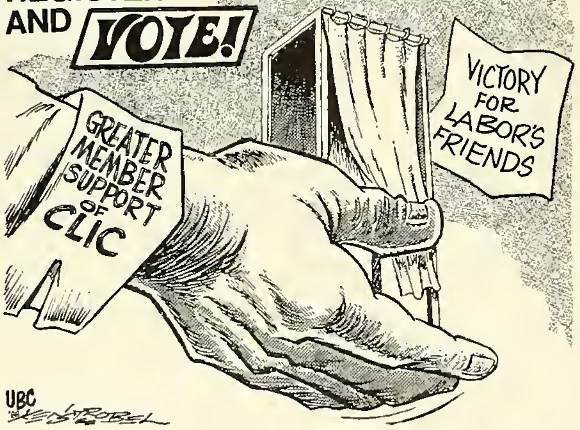
He was roundly booed by an audience of international business leaders, but he stuck to his point. He said that corporate greed and ineptitude "threaten to turn America into a banana republic."

Later, he said, "I really am not the enemy, but we have a problem, endemic to business, and if it is not cured, it will signal the end of corporate democracy as we know it today."

These were the membership contributions to CLIC in 1987 at council conventions and seminars:

Washington State Council Conv.	$ 8,602.46
Minnesota State Council Conv.	5,350.94
Indiana State Council Conv.	4,430.00
New Jersey State Council Conv.	3,825.00
Illinois State Council Conv.	3,803.00
Pennsylvania State Council Conv.	3,539.00
Seattle Seminar	3,188.00
Missouri State Council Conv.	2,505.00
Oregon State Council Conv.	2,167.00
Connecticut State Council Conv.	1,840.00
Maryland & Delaware State Council Conv.	1,830.00
Massachusetts State Council Conv.	1,740.00
Wisconsin State Council Conv.	1,722.00
Florida State Council Conv.	1,717.00
Michigan State Council Conv.	1,604.00
Georgia State Council Conv.	1,540.00
Kansas State Council Conv.	1,040.00
Tennessee State Council Conv.	1,033.00
Building & Construction Trades Conf.	865.00
New York State Council Conv.	785.00
Louisiana State Council Conv.	729.00
Midwestern Industrial Council Conv.	612.00
French Lick Seminar	570.00
Alabama State Council Conv.	560.00
Western Council/Willamette Vly Area Conv.	420.00
Michigan Council of Industrial Wrkrs Conv.	416.00
Mississippi State Council Conv.	230.00
	$56,663.40

GET INVOLVED
REGISTER
AND



Local UBC political action committees, CLIC, are working on registering unregistered members. New voters will get "I'm union and I vote" bumper stickers and a personal letter from the Carpenters Legislative Improvement Committee.

When your local or district council reaches 75% registered members, you can join the Registered for Action Club.

Every day the news carries more stories on the coming presidential and congressional elections. Let's be ready to turn out more UBC votes than ever before.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ $10 ☐ $15 ☐ $20 ☐ $25 ☐ other ________

Name ____________________

Address ____________________

City ____________ State ____________

Zip ________ L.U. No. ____________

We're required by law to request this information:

Occupation ____________________

Employer ____________________

Make checks payable to:
CLIC
101 Constitution Ave., N.W.
Washington, DC 20001

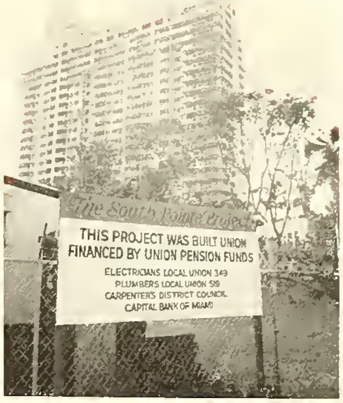
Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned. Contributions to CLIC are not deductible as charitable contributions for federal income tax purposes.

LOCAL UNION NEWS

Local 532 facelift

Members of Local 532, Elmira, N.Y., have completed the work on their union hall. Members gave the hall a $20,000 face lift as they did major renovations. The photographs at right are before (at bottom) and after (at top) the renovations. Below, are Don Hostrander, apprentice, and Jonathon S. Olin, journeyman, making their contribution to the hall.

All-union job, yes!


The South Point Project
THIS PROJECT WAS BUILT UNION
FINANCED BY UNION PENSION FUNDS
ELECTRICIANS LOCAL UNION 349
PLUMBERS LOCAL UNION 519
CARPENTER'S DISTRICT COUNCIL
CAPITAL BANK OF MIAMI

The South Florida public learns that the South Point Project is an all-union job, thanks to a sign prominently displayed beside the high-rise development. Union pension funds and union manpower from the Carpenters District Council of Miami and two other craft organizations made the structure possible.

International representatives honored by Nova Scotia Local

Local 1588, Cape Breton Island, Sydney, N.S., hosted an appreciation night for International Representatives, John Carruthers, James Tobin and Allan Rodgers. They were honored for their contribution over the past years in the areas of jurisdiction, negotiations and organizing. The members of Local 1588 felt that these representatives spirit of cooperation was second to none. A social and presentations followed the meeting.

Attending the meeting were, front, Representatives Allan Rodgers, Jim Tobin, Local 1588 President Robert LeBlanc and Ninth District General Executive Board Member John Carruthers.

Back row, Morrell Hutt, trustee: Harold MacLean, vice president; Dan Magee, financial secretary; Lawrence Shebib, business manager; and Francis Venedam, trustee.

Michael Draper succeeds Bledsoe

Michael Draper, Western Council staff representative and negotiator, assumed the Council's top leadership post on January 1 following the retirement of James S. Bledsoe.

Draper was named to succeed Bledsoe as the executive secretary of the Western Council by unanimous approval of the council's executive committee, and will serve out Bledsoe's unexpired term of office.

Draper's introduction to organized labor began when he started work at Collins Pin Co. of Chester, Calif., in October, 1965, and became a member of Local 3074. A year later he was a shop steward and, soon after, recording secretary of the Local. In 1969 he was hired as a full time representative.

Two-state effort to halt open shoppers in Illinois, Wisconsin

The Milwaukee and Southeast Wisconsin District Council recently established W.I.C.O.P. (Wisconsin Illinois Coordinated Organizing Program) Committee to check the influx of open-shop contractors in Wisconsin and Illinois.

"We as a committee have taken the position that this campaign for organizing is a long term commitment and whatever it takes in dollars and bodies to make the program successful, we are prepared to see it through," said Gregory Shaw, secretary-treasurer/business manager for the Milwaukee and Southeast Wisconsin District Council, in a recent letter.

Members of the committee include, front, Philip Cohrs, business manager of the Wisconsin River Valley District Council; Shaw, and James J. Hirsch, director of research and education of the Milwaukee and Southeast Wisconsin District Council: Marshal Kuhnly, organizer for W.C.O.P. and Knute Larson, secretary-treasurer/business manager of the Southwest Wisconsin District Council.

Back row, William Buckler, business representative and Doug Banes, secretary-treasurer/business manager, Northwest Illinois District Council; Jerry Jahnke and Ronald Stadler, general representatives; Ronald Kopp, secretary-treasurer/business manager, Fox River Valley District Council of Wisconsin.

Fitchburg carpenters sponsor three units in special parade

Retirees, apprentices and journeymen of Local 48, Fitchburg, Mass., all contributed work for the hometown parade honoring the bicentennial of the Constitution. The local co-sponsored a 100-member Oakmont school marching band, entered a float and donated a gazebo valued at $2000. The parade's theme was "We the People" to which the local added, "In order to form a more perfect union. . . ." They carried three messages: apprentices in training, active members helping to build America and retired pensioned members enjoying the fruits of their labor.

Members and families worked diligently to captivate the crowds along the rainy parade route as they rode on their float.

Local 48 co-sponsored with the central labor council the 100-member Oakmont school marching band in the parade.

Retired members displayed their theme, "Enjoying the fruits of their labor," as they rode through the parade.

WTD Industries signs with LPIW after five-year campaign

WTD Industries Inc., an openly non-union company since its formation in 1983, began 1988 recognizing LPIW Local 2767 as bargaining representative for employees at its wholly-owned subsidiary, Morton Forest Products Inc., in Morton, Wash.

This occurrence marks the first instance in which WTD and its owner, Bruce L. Engel, have conceded to union representation.

When the plant was bought from Champion International, it was closed and 175 hourly employees, members of Local 2767, were laid off. As the plant prepared for reopening, WTD set an arbitrary quota on the number of ex-Champion employees it would hire. Less than 50% were to be hired back, allegedly in an attempt to avoid union representation.

As WTD began hiring, it cut wages and fringe benefits which had been in effect as established in the contract between Local 2767 and Champion, eliminating the pension plan, changing to inferior health-and-welfare coverage, reducing vacation accrual rates, eliminating funeral leave and reducing the annual number of paid holidays.

Unfair labor practice charges were filed by Local 2767 in August, and an investigation followed. Prior to the December hearing scheduled, an agreement was signed by the company. The company has agreed to rehire 40 former Champion employees. While bargaining with the Western Council's Portland offices, the company placed in effect the wages, hours and working conditions which were in effect under the contract between Champion and the union.

Hawaii members build super resort

Members of Local 745 recently completed work on one of the major tourist resorts in the Pacific area. More than 250 carpenters worked on the new Kauai Westin (formerly the Kauai Surf Hotel).

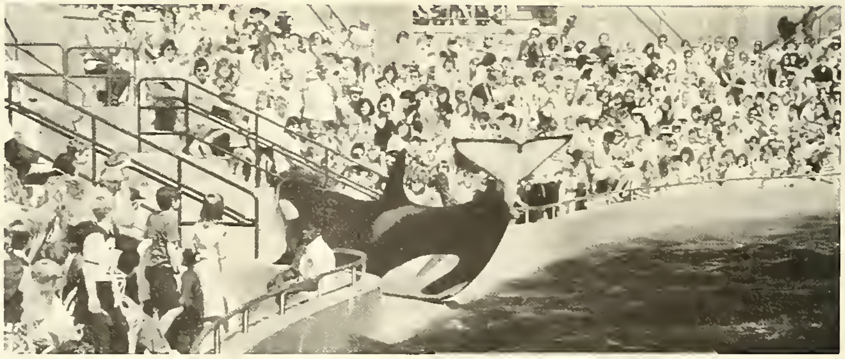
The new facility has a convention center which will accommodate 2,000 people, a swimming pool which is reputed to be the largest in the world, covering two acres and it has a 25-acre pond with an 80-foot spout at its center fountain.

Local 437 upgrades journeymen

Local 437, Portsmouth, Ohio, recently held a journeyman upgrading class in cabinetmaking. In attendance were, front, Business Representative Norvel Davis, Instructor Robert Taylor, Carl Tolbert, Gene Johnson, Jeff Geary and Third District Board Member Thomas Hanahan.

Second Row, Mike Slack, Jim Hughes, Charles Williams and President Patrick Day.

Martinez Local 2046 hosts picnic for families



How's this for a nice wintertime memory? Last August 15, Local 2046, Martinez, Calif., hosted a "Pre" Labor Day picnic at Marine World Africa U.S.A., Vallejo, Calif. Steak with all the trimmings to 3539 members. Members then watched Marine World Africa's killer whale perform.

39th Southern States Apprenticeship Conference held in Norfolk

The Omni International Hotel in Norfolk, Va., was the setting for the 39th Annual Southern States Apprenticeship Conference. One of the principle purposes for holding this conference each year is to honor apprentices from the 13-state area who have been judged to be outstanding in their craft.

There is substantial evidence that, when these outstanding apprentices become journeymen, they continue to be prominent as fine craftsmen in the construction industry. Evidence also shows that these same men are most often the ones chosen to become the foremen and superintendents for construction companies.

As conference speakers reminded, the union apprentice training program aims for fewer strikes and work stoppages, believing that a well trained, satisfied and friendly work force is more likely to have a higher level of quality work and more productivity.

On November 9, the outstanding apprentices from Alabama were invited to the state capitol in Montgomery to attend a luncheon with Governor Guy Hunt and then to be honored and commended by the governor on their achievements.

The outstanding carpenter and millwright apprentices with new General President Sigurd Lucassen are, from left, Greg Ragsdale, David Arbuckle, Bruce Manzer, Willis Rollins, Greg Hartley, Eric Wolf, Lucassen, Robin Rea, Alabama commissioner of labor, Steven Moore, Dwayne Nunez, Kenneth Powell, Mark Young, James Bundick, Duane Wentzel and Conrad Varnum.

Pictured at the State Capitol are Bill Griffin, business agent; Greg Hartley, carpenter; Mark Young, carpenter; Governor Hunt; Greg Ragsdale, millwright; Ken Wyatt, carpenter business agent; Kenneth Powell, carpenter; and Calvin Harrison, apprentice training director.

Olson, Apprentice of Year, North Cal

David Olson of Local 316, San Jose, Calif., was recently named Apprentice of the Year for Northern California in 1987. Olson is a drywall installer for the J.R. Downing Co. He received his apprenticeship training in the Santa Clara area.

Milwaukee honors 15 new journeymen

The Milwaukee Area Carpenters and Cabinetmakers Joint Apprenticeship and Training Committee held its 13th biennial apprenticeship completion ceremony at the Pfister Hotel in Milwaukee on November 7 to honor the 1986–87 graduates. The 15 graduates included 11 carpenters, one cabinet maker, one floor coverer and two lathers.

Pictured above are, front, John Brukbacher, apprentice coordinator; Robert Frenandez, Scott Gregory, Nathan Janz, Robert Bourdo, Jay Paniagua, Gregory Shaw, secretary-treasurer/business manager, Milwaukee and Southeast Wisconsin District Council and Daniel Burgos.

Back row, Larry Calvi, Jeffery Burg, Steve Ott, Jeffery Cornelius, Curtis Malone, Christopher Schultz and Josef Hernitz. Not pictured are Douglas Schaub and Michael Salzer.

NY state awards

For the second year the New York State Apprenticeship and Training Council made awards to programs registered more than 10 years, supplying quality training, with good affirmative action results and noteworthy community work projects. Eight programs were recognized as such. Three carpenters' programs dominated the awards. Shown holding their awards are William A. Sopke, Local 964, Rockland County & Vicinity; Christine D. Humphrey, Local 85, Rochester; and Richard Smith, Local 66, Olean.

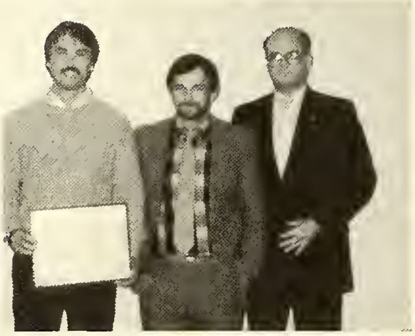
Three carpenter apprentices graduated from Southern Indiana. Shown here are Broadhurst, Scheller, Andy Paul, Mike Mattingly, Steve Eply, Gary Kinnaman, coordinator, and in the back Donald Walker, business manager.

Southern Indiana graduated six millwright apprentices. Pictured with the apprentices, front, are Local 1080 President Steve Richards, Business Representative Lanny Rideout, Blair, Neil Riggs and Jeff Townsend. Back row, David Taylor, Billy Moss and Clem Warren. Not pictured is William Beachamp.

Southern Indiana, Kentucky grads

Graduates from the new Southern Indiana District Council and the Kentucky State District Council recently enjoyed their celebration together. Kentucky State Business Manager Steve Barger was guest speaker at the ceremony. Class instructors attending the ceremonies were Bill Broadhurst, Tom Scheller and Larry Blair.

The Southern Indiana training center is one of four in the state. Kentucky trains at one statewide center.



One apprentice graduated from the Kentucky District. He is Ronald Vaughn, shown with Business Representative Dickie Johnson and Barger.

Delaware grads

Five apprentices of Local 626, New Castle, Del., recently received their journeymen certificates. They were, from left, Allen Hitchens Jr., John Graybeal, Michael Peters, Ronald Fields Jr. and Joseph Powalski III.

Ground Broken

Continued from Page 14

Dr. Mintz said, "Our primary goal is to conduct quality research in both basic and clinical science in order to improve the care available to patients with diabetes. A second related goal is to employ new technologies in basic science to study and design clinical strategies to improve the quality of life for diabetics."

He added, "Because the new facility will house basic researchers and clinical scientists under a single roof, it will facilitate their exchange of insights, outlooks and ideas. The greater opportunity for dialogue among scientists who have chosen different paths for investigating diabetes will advance their common objectives of understanding, preventing and curing the disease."

By spanning the gap between the laboratory and the clinic, the Diabetes Research Institute hopes to remain on the cutting edge of medical science.

Meanwhile, fund raising for "Blueprint for Cure" continues.

Carpenters, along with other Building Trades unions, are still contributing to the Blueprint for Cure campaign, initiated to help find a cure for diabetes.

Diabetes is serious business. It is ranked fifth on this country's list of killer diseases, and it comes in second as a cause of new blindness. Other complications associated with the disease include heart attack, stroke, kidney disease and gangrene.

The good news is that when it is diagnosed early and preventive management can be undertaken without delay, the progress of the disease can often be delayed or even stopped.

The bad news is that the authorities estimate that over a million and a half Americans have diabetes and do not know it. Millions more are at risk due to the genetic predisposition. The best way to find out if you have the disease is to have a physical exam every year. However, answering the following questions can help you determine whether you should request that your doctor check specifically for diabetes:

- Do you feel particularly tired?
- Have you been especially thirsty lately?
- Are you troubled by frequent urination?
- Have you noticed cramps, tingling or numbness in fingers and toes?
- Any changes in your vision?
- Are cuts and bruises taking long to heal?
- Are you eating more but gaining less?
- If you are a woman, has your genital area been unusually itchy?

While such symptoms may stem from other causes, you'd be wise to report them to your physician immediately, especially if they occur in combination. Also, the tendency toward diabetes is inherited. Persons with a family history of the disease are about five times more likely to get it than others.

Another key factor in the development of diabetes is weight. More than 80% of newly discovered diabetics are overweight. Keeping weight down makes good health sense any time, but it is especially important if there are other diabetes risk factors.

Recent Blueprint for Cure contributions include the following:

Local 248, Toledo, Ohio; Local 1026, Miami, Fla.; Local 1889, Downer's Grove, Ill.; The Miami Valley, Ohio, District Council; St. Louis, Mo., District Council; Lerline L. Haasl, and Robert L. Konyha.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

KENTUCKY MEMBERS CREATE WINNING FLOAT

CARPENTERSVILLE SCHOOL

Members of Local 357, Draffenville, Ky., constructed the award-winning float, above, which appeared on the streets of Paducah, Ky., last Labor Day is the only official Labor Day Parade in the state of Kentucky. Shown with the float are Charles Hammonds, conductor; Gene Gordon; Eddie Osburn; Don Mitchell; Dale Williams, financial secretary and business representative; Jerry Brown; and Charles Lovelace, president, and members of their families. The parade was held in Paducah, Ky.

TWO GAZEBO SHELTERS FOR YAKIMA

Members of Local 770, Yakima, Wash., volunteered their time on a project for the Yakima Lions Club. Two gazebo type roofs were built for use by the city for various outdoor functions. Workers on the project included, on the roof, Robin Gangle, Tony Hernandez, John Jordan, Richard Thomas, John Rocha, Erik Hansen, Dan Lamb, Mike Bennett and Don Brown. Standing are Business Manager William Smith, Doug Palachuck, Royce Baker, Ralph Mizell, Joan Davis, Mark Palmer, F.M. Palmer and Lions Club President Mike Pain.

RAMP DESIGNER

In cooperation with the Jaycees of Greater Little Rock, Jim Osburn of Local 690, Little Rock, Ark., is assisting those in need of wheelchair ramps. Osburn will assist the Jaycees in their project by measuring and designing the ramps and listing the materials needed. Requests for ramps come through the Visiting Nurse Association of Arkansas, a United Way agency. With funding made available through the city, the clients should not have to wait so long for a ramp.

NEW

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First and Finest All-Steel Hammers

Our popular 20 oz. regular length hammer now available with milled face
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14" handle

#E3-24SM
(milled face)
#E3-24S
(smooth face)

24 oz.
16" handle

#E3-30SM
(milled face)
#E3-30S
(smooth face)

30 oz.
16" handle

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Labor News Roundup

Telecommunications center opens at AFL-CIO headquarters

The AFL-CIO has launched its Telecommunications Center with an open house to show off the new television studio, control centers and state-of-the-art audio, video and telecommunications equipment.

AFL-CIO President Lane Kirkland told the gathering that the new facilities will help the federation "catch up and keep pace with modern communications technology."

The facilities, which were installed under the direction of the AFL-CIO's Labor Institute of Public Affairs, include a television studio, with six-camera capability and space for as many as four different sets.

The center also contains sophisticated video and audio control rooms and equipment, satellite transmitting and receiving equipment, and The Quantel Paintbox.

With the Paintbox, electronic images can be created, stored and manipulated to create video programs without original recordings. Print or video images from any source—even photographs and newspaper headlines—can be fed into the Paintbox, changed in a dozen ways and stored at each stage.

The new center can accommodate videoconferences, press conferences, panel discussions, talk shows and dramatic performances. The first videoconference scheduled to use the center will link trade unionists and labor educators in 40 cities in a discussion of internal organizing on February 29–March 1.

Tidewater Council wins back pay for woodcrafter

A woodcrafter in the carpentry shop of the Norfolk Naval Shipyard in Portsmouth, Va., won two days of back pay after being sent home by a supervisor who claimed he was unable to find suitable alternative work.

The employee suffered from dust allergies and was advised by a personal physician to either get work in a dust-free environment or try using a respirator.

Instead of trying to work with the employee to reduce or eliminate exposure to dust, a supervisor ordered her to go on leave. The order was given despite the recommendations of another supervisor that the grievant could work in a carpentry assignment that would have eliminated the dust hazards.

The employee was assigned to dust-free situations off and on during a period of nearly two months. During that time, a confrontation developed after the grievant showed up for work one morning without having been called to report. She was ordered to leave even though she tried to explain to the supervisor that an EEO counsellor and the union had advised her to report for work.

The following day, a similar confrontation arose and the employee was escorted off government property by a police officer. Later that same day, the supervisor did call the grievant and directed her to come to work, contending that he had just found out that she could work in dust with the aid of a respirator. The grievant, however, said she could not report until she arranged to have someone take care of her children.

During the arbitration hearing, the union argued that the on-again, off-again scheduling represented a "constructive suspension" of the employee without any reason in an effort to keep the employee from exercising her appeal rights.—*From the Metaletter of the AFL-CIO Metal Trades Department*

Ferguson Wal-Mart to have AFL-CIO 'bug,' says contractor

In a dramatic turnabout, the general contractor for Wal-Mart has pledged to build a new super store in Ferguson, Mo. with AFL-CIO sub-contractors, according to *The St. Louis Labor Tribune*.

Wal-Mart has long been a thorn in the side of AFL-CIO unions because the company has traditionally used non-union or, in some instances, Congress of Independent Union contractors. The CIU is not recognized as a legitimate union by the AFL-CIO.

Many Wal-Marts are on the "We Do Not Patronize" list because they were constructed non-union.

Now, Wal-Mart's general contractor, the S. M. Wilson Co., has made a commitment to build a new "Hypermart" store in Ferguson with AFL-CIO workers.

While labor welcomes Wal-Mart's change of heart in the case of the Ferguson store, we are told that none of the firm's employees (clerks, stockroom workers, etc.) are members of a union.

East Coast Council schedules convention this month

The East Coast District Metal Trades Council will hold its convention at the Washington Plaza Hotel in Washington, D.C., March 20 through the 25.

Making a difference in the upcoming national elections is high on the agenda of the council, according to Christopher Hill, secretary-treasurer.

"We want to make this our most important convention in the history of our organization. It is imperative that there is a show of unity to let those who would take us lightly know that we are not asleep and will be heard," the convention call declared.

City child care program seen as productivity aid

If further evidence that child care is emerging as a frontline workplace concern is needed, look no further than the experience at the City of Los Angeles Department of Water and Power where, despite a male-female workforce ratio of nine-to-two, a child care pilot program has been developed in an effort to restore lost productivity. The DWP workforce is a heavily skill-based one that numbers 11,000—9,000 men and 2,000 women—and child care there is a 'people problem" that affects all employees, says the department's Director of Human Resources, Beverly King.

In 1985, the department agreed with its bargaining units—Electrical Workers Local 18, Service Employees Local 347, and the Engineers and Architects Association—to look into some of the concerns employees and members had been voicing regarding child care. The department contracted with a Pasadena-based child care planning and management consultant, Summa Associates, to help develop the right combination of components to meet the needs of their employees.

Guided by the results of a November 1985 survey, which among other findings showed that child care problems the year before had caused 7,318 missed work days at a cost of $1 million, the department began to phase in elements of a $200,000 pilot program that is expected to save up to $1 million in lost productivity. That loss does not include training new employees to replace those who would have left without child care, the recruitment advantage that is gained in a tight labor market, or the improvement in overall employee morale, King says.

Foreign printers picking up U.S. printing jobs

Foreign printers have stepped up their invasion of the U. S. market. The U. S. Manufacturing Clause expired in 1986 and with it went many American printing jobs. The Chinese are printing the Gideon Bible, resulting in the layoff of American workers, and even "The Treasures of the Library of Congress" was printed and bound in Japan. Other foreign printers are acquiring U. S. companies while others are planning to build stateside facilities to hurry the process of undercutting union shops.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Hatch Shell brings three together

The only three living members who worked on the interior of the famous Hatch Shell in Boston in 1940 were recently together. They are Arthur (Stan) Flight, Local 218, Boston, Mass., who now resides in New Port Ritchie, Fla.; Elmer Nelson, Local 275, Newton, Mass., who resides in Winchester, Mass.; and Oscar T. Nelson, Local 275, resides in Saugus, Mass.

The Hatch, finished in solid teak wood, hosted the Boston Pops for the 1987 4th of July festivities. Johnny Cash was the guest star. It has been the center for many cultural activities in the Boston area.

Illinois retiree's home serves area

Each year, soon after Thanksgiving, Otto Reuther, a retired member of Local 347, Mattoon, Ill., turns his home into a sorting center for goods which are donated each December by the Effingham County human services organization.

Christmas gifts for the underprivileged drift through his basement beginning at Thanksgiving and are picked up in December by volunteers in empty pickups waiting to carry the boxes and crates to the local armory. By that time Reuther will have packed each one with food.

Reuther volunteered his home because he was looking for an activity to occupy his time. Boxing and marking the soups, vegetables, pie fillings and cereals, an almost daily activity aren't work, though, in the eyes of the volunteer. "It's something to do with my time," he says. "You sort it out a little bit at a time each day."

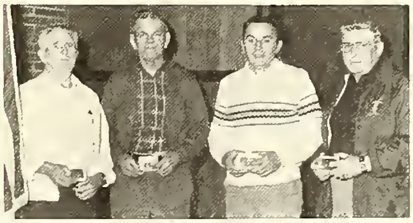
"Otto Reuther is one of our special members who always asks what he can do to help," said Larry D. Butler, financial secretary-business representative of Local 347. "Believe me, we need a lot more members like this."

The Hatch Shell of Boston, Mass.

The only three living members recently met. They are Flight, Nelson and Nelson.

New Castle honors recent retirees

Local 626, New Castle, Del., recently honored its members who have retired since October 1986. They include Herbert Hall, Frank Daniels, William Kraft, Norman Laws, Rudolph Benevento, William Dempsey, Thomas Minakowski, Raymond Connell, James Martin, Howard Mallalieu, Jay Grubb, Robert Martin, Joseph Graney, Eugene Howell, Charles Ober, James William Healey, Werner Sumpf, Robert Walker, Francis Kerr, George W. Garber, John Manning, Howard Miller, Thomas Chas, Albert Clayton, William Russell, William Tucker, C. Stewart Demond, Leonard Baker, Joseph Smith, Theodore Dunfee, Floyd Hardy, Thomas Thomas, John Rickards and Charles Tweedy.



Four of the retired members of Local 626 who were honored were William Dempsey, Robert Walker, George W. Garber and John Manning.

Retiree honored

Charles Bradley, business representative for the Southern Indiana District Council, left above, was recently honored with a luncheon upon his retirement. He was presented with a plaque by Donald G. Walker, business manager, for his many years of service.

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Clamp these heavy duty, non-stretch suspenders to your tool belt and you'll feel like you're floating on air. Take the weight off your hips and put it on your shoulders. Made of soft, comfortable 2" wide nylon. Adjust to fit all sizes.

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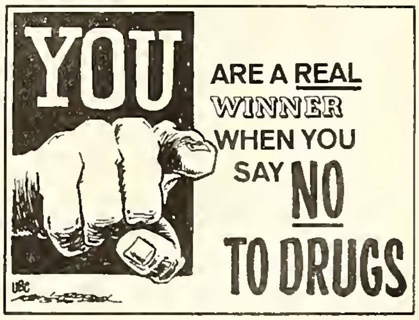
TAXPAYERS
with dependents

HERE'S A TAX TIP:

Beginning with your 1987 income tax return that you will file in 1988, you generally must list social security numbers for dependents who are at least five years old by the end of 1987. If any of your dependents do not have this number, get an application form today from the Social Security office in your area.

TAX TIP
—A Public Service of the IRS



PLANE GOSSIP

SEND YOUR FAVORITES TO:
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AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

I'LL SLEEP TO THAT!

Two insomniacs were discussing their problem.

"I've lost 10 pounds in the last two weeks from lack of sleep," one victim said. "I don't know what to do."

"I do," the other said. "I just take a martini every hour after dinner."

"Terrific. And it works?"

"No, but it keeps me happy while I'm awake."

—Stuart A. Norris

LOOK FOR THE UNION LABEL

NO FAST TALK

Two women were boarding the airliner. One of them turned to the pilot and said, "Now please don't travel faster than sound; we want to talk."

ADOPT A LUMBER COMPANY

SWEET BIRD OF . . .

Matron: What a wonderful thing is youth!

G.B. Shaw: Yes, and what a pity to waste it on children.

LONG DISTANCE CALL

A secretary in Los Angeles answered the telephone and said, "Sure is!" and hung up. A moment later the phone rang again. Again she answered it and exclaimed, "Sure is!" and hung up.

The boss was puzzled. "What's that all about?" he asked.

"Strangest thing," the secretary said. "Some fool person on that phone called up just to say, 'Long distance from New York!' So I said, 'Sure is!' and hung up."

Nancy's Nonsense!

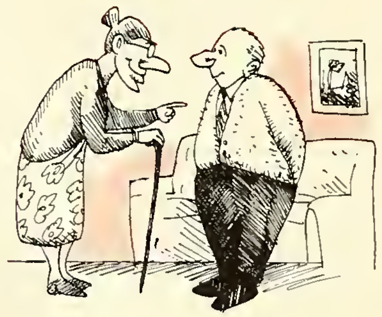
BE AN ACTIVE MEMBER

GIVING A TOOT

Four carpenters, who all played the tuba, formed a musical group and were called "The Tuba-Fours."

—Alta Gilman
Cardiff, Calif.

U are the U in UNION



THREE TO GET READY

A 90-year-old woman entering a rest home was introduced to a 90-year-old man. She said, "You look just like my third husband."

"How many times have you been married?" he asked.

"Twice."

Nancy's Nonsense

BUY UNION * SAVE JOBS

READ ALL ABOUT IT!

When something is all over the news, it's usually all over for somebody.

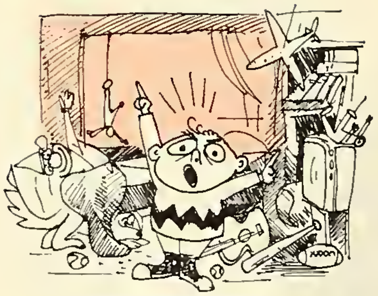
Grit

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

There was a young man of
Oporta,
Who daily got shorter and shorter.
The reason he said
Was the hod on his head,
Which was filled with the heaviest
mortar.

—Lewis Carroll



WASTING AWAY

A father was having a heart-to-heart talk with his ecology-minded son when the youngster said: "I can't stand all this trash, dirt and pollution." The father replied: "Okay, son. Let's get out of your room and talk somewhere else."

—Martha Jones

SUPPORT 'TURNAROUND'

CHIRP! CHIRP! OOPS!

Mother: Jeffery, what happened to the canary? It's disappeared!

Jeffery: That's funny, Ma. It was there just now when I tried to clean it with the vacuum cleaner.

—Grit

SHOW YOUR BUMPER STICKER

APPLES AND PAIRS

Apprentice: "Did all the animals go into Noah's ark in pairs?"

Carpenter: "With the exception of the worms. They went in apples."

BUY U.S. AND CANADIAN

BETCHA DIDN'T KNOW

- a bachelor is a man who has taken advantage of the fact that marriage is not compulsory.
- you're an oldtimer if you remember when pickets were just part of a wooden fence.
- there is a lot more begging done on expensive letterheads than with tin cups.

ATTEND LOCAL MEETINGS

SMARTENING UP

A young woman was explaining to a friend why she had decided to marry one man rather than another.

"When I was with John," she said, "I thought he was the cleverest person in the whole world."

"Then why didn't you marry him?" the puzzled friend asked.

"Because when I'm with Sam, I think I'm the cleverest person in the whole world."

—Rotary Club Bulletin

New Feet-Inch Calculator Solves Carpentry Problems In Seconds!

Price Just Reduced For A Limited Time — Now Only $79.95!

Now you can solve all your building problems right in feet, inches and fractions—*with the all new Construction Master™ feet-inch calculator.*

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

Adds, Subtracts, Multiplies and Divides in Feet, Inches and *ANY* or No Fraction

You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—*1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's*—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions (3/8 + 11/32 = 23/32) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between *All* Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: **Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.**

It also converts square and cubic.

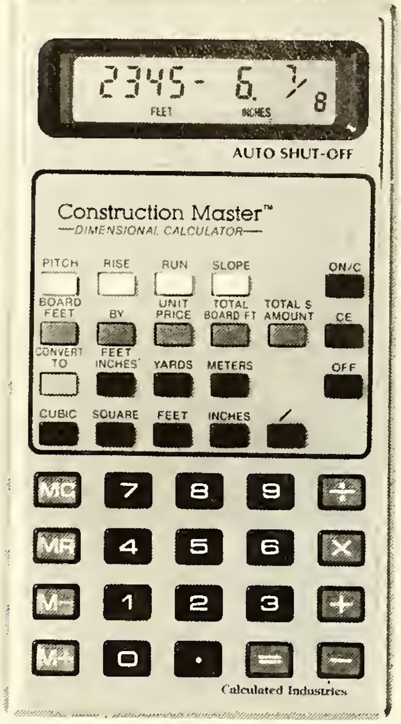
Plus the Construction Master™ actually displays the format of your answer right on the large LCD readout—*square feet, cubic yards, etc.*

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—*and directly in feet and inches.*

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.



New calculator solves problems right in feet, inches and fractions. On sale for $79.95.

Finds Your Lumber Costs In Seconds

Lumber calculations are cut from hours to minutes with the custom Board Feet Mode. The Construction Master™ quickly calculates board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet with an automatic memory program.

Comes Complete

The Construction Master also works as a standard math calculator with memory (which also handles dimensions) and battery-saving auto shut off.

And the Construction Master is compact (2-3/4 x 5-1/8 x 1/4") and lightweight (3-1/2 oz.), so it fits easily in your pocket. Plus, since it's completely self-contained—*no AC adapter needed*—you can take it anywhere!

And the Construction Master™ comes with easy-to-follow instructions, full 1-Year Warranty, easily replaceable batteries (avg. life 1,000 hrs.) and vinyl carrying case—*an optional custom-fitted leather case is also available.*

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Thousands of builders turn to the Construction Master™ everyday.

"It's Great! Finally we can get the correct total with fractions the first time through!" **Chuck Levdar, Black Oak Inc., Sausalito, Cal.**

"Invaluable for adding up overall dimensions," **Ford Ivey, Charles River Cons., Needham, Mass.**

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." **Robin Logan, Robin Logan, Inc., Salt Pt.,NY**

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And if for any reason you're not completely delighted with your Constuction Master™, simply send it back within two weeks of delivery for a full, refund. *So you can't go wrong.*

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Sign Here ______________________________ CP-388

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

FARGO, N.D.

At a recent monthly meeting, Local 1176 awarded members with longstanding service to the Brotherhood with service pins. Pins were presented by Raymond E. Such, business representative, and Beryl T. Lonski, president.

Picture No. 1
ROSE

Picture No. 1: Hosea Rose, 45-year member. Knut Berg was not pictured.

Picture No. 2: 40-year members honored were Wilfred Hemm, Richard Adams, Paul Vincent, Wilbur Hemm, Edwin Amundson, Clark Christianson, Orin Natvig, Robert Carson and Pearley Crawford. Not available for picture were Maurice Russell and Theodore Whaley.

Picture No. 3: 35-year members were David Brown, Nicholas Shobak, Kermit Teigen, Hans Anderson, Clarence Herbranson, Clarence Rosdahl, Walter Fredrick and Talbert Odegard.

Not available for picture were Orville Hawkins, Oon Miller, Harland Swatfager and David Tastad.

Picture No. 4: Members recognized for 30 years of membership were Gordon McDougall, Robert Skaar, Erwin Zitzow, Bernard Januscheitis, Walter Remmick, John Gnadt, Rudolph Olson, Orville Shannon and Clayton Berg.

Not available for picture were Lloyd Gilbertson, John Halberg, John Loeffen, Lincoln Schlieve and Ernest Stangel.

Picture No. 5: Members receiving 25-year pins were Denver Sayler, Cecil Zarling, Baldwin Landsem, Robert Langager, Robert Swenson, Daniel Zieske, Leon Reisinger, Clayton Christianson, Harvey Thorstenson, Clarence Hanson, Arthur Lund, Harold Quick and Ernest Paulson.

Fargo, N.D.
Picture No. 2

Fargo, N.D.
Picture No. 3

Fargo, N.D.
Picture No. 4

Fargo, N.D.
Picture No. 5

SALEM, ORE.

Local 1065 honored a few of its members with service pins for their dedication to the Brotherhood.

Shown in Picture No. 1 are Paul Slaughter, 42 years; Alex Agalzoff, 40 years; and Orval Haman, 35 years.

Picture No. 2: shows Bill Wilson, a 25-year member, and Dale Atkins, a 30-year member.

Salem, Ore.—Picture No. 2

Salem, Ore.—Picture No. 1

POINT PLEASANT, W.V.

Picture No. 2—
COBB

Members of Local 1159 were presented with membership pins by President Joe Hall.

Picture No. 1: 45-year members honored were George Sheets, Charles Kuhl, William Stone, Hall and Harold Poff.

Picture No. 2: Opie C. Cobb, 35-year member.

Picture No. 3: Alva Luckeydoo, Ray Fridley, Hall, Ernest Dowell, Chester Roush and Lawrence Parson were honored for 30 years.

Point Pleasant, W.Va.—Picture No. 1

Point Pleasant, W.V.—Picture No. 3

ROCHESTER, N.Y.

Rochester, N.Y.—Picture No. 1

Rochester, N.Y.—Picture No. 2

Rochester, N.Y.—Picture No. 3

Rochester, N.Y.
Picture No. 4

Rochester, N.Y.
Picture No. 5

Rochester, N.Y.
Picture No. 6

Local 85 awarded service pins during a general membership meeting. Seventy-year member Charles Dangler was honored although he could not attend. The following were also honored but not pictured, 65-year members James V. Paratore and Joseph Rivaldo; Elmer Corbit Harry Henry, Carl Kehrig and Alexander Yates, 60-year members; and Garland Crandall and Robert Kelly, 55-year members.

Picture No. 1: Lester Schurr and Harry Rogers, 50 years, receive pins from General Agent Ronald Pittengill. Those not attending were Daniel Cooper, John Dwyer, Fred Florack, Eric Johnson, Herman Kujawski, Albert Lindner, Earl Luehm, Neil MacEachen, Garret Stam and Joseph Vallone.

Picture No. 2: 45-year members honored were James Barone, Anthony Mazza, Alexander Wilk, Donald Schurr and John D'Amico.

Those not attending but honored were James Apgar, Joseph Bellanco, Frank Bevacqua, F.J. Blandford, Joseph Danna, James DeMetro, Francis Hall, Cecil Hull, Roy Hutchinson, Fred Kuntz, Joseph Kusovich, Harold Lippincott, Raymond MacBride, Joseph Marasco, R.J. McInerney, Arthur McNeil, Fletcher McTaggart, Angelo Montalbano, Anthony Moscato, Frank Munt, Wilfred Newell, Morris Olschewske, John Perry, Leopold Reinschmidt, Victor Smith, Frank Spampinato, Oliver Stymus, Curtis VanDuzer, Charles Wells and Arthur Wiler.

Picture No. 3: Members receiving 40-year service pins included, front, George Booth, Alfred Sleep, Frank DeCarlo, Samuel Domenica, James Manfredi, William Guthiel, Robert Englert and George Hurst.

Back row, Paul Ange, James Lombardo, Clair Goodman, Bernard Kipphut, Francis Carrick, Hilary Glaza, John MacAnn, John Koopmans, William Fleisher, Robert Lucas, Theodore Jeffries, Harvey Schwieger, Harold Schultz and Hayden Humphrey.

Those not in attendance were, Henry Balch, Larry Bella, Walter Bement, George Benge, Victor Blaker, Ernest Butcher, Victor Cardella, William Chamberlin, Roscoe Cole, Albert Colf, Leonard Cordaro, Howard Crane, Eugene Crowley, James Crowley, Walter DeLorme, Donald DiLorenzi, John DiNardo, Salvatore DiRosa, Sam DiVito, John Duryea, Michael Fabino, Floyd Fishell, Donald Griner, Edward Hawkins, Lawrence Heiden, Wilbur Herd, Robert Howie, Gerard Huberth, Frederick Jay, William Kostecke, Carl Kramer, F. O. Kremer, Herman Krupcznski, Ubald Legault, Frank Levcik, Sebastian Lippa, Richard Lippold, Donald MacAnn, Gaetano Manfredi, Orrin Mason, John McMann, James Merchant, Alphonso Monacelli, Carmen Morabito, Wm. Albert Morris, William Morrow, Joseph Moscato, Charles Nasca, Peter Pilaroscia, Kenneth Plain, Arthur Reid, George Rendsland, Donald Requa, Joseph Requa, George Robinson, Joseph SanFilippo, William Saulsgiver, Charles Scorsese, Dante Seconi, Kendrick Shaw, Roscoe Shull, John Strapp, Louis Szklany, Joseph Thomas, Hookon Thoresen, Anthony Trippi, Joseph Vaccaro, Joseph Villareale, Albert Vitto, Harry Weaver, Einar Wennerstrom, D. L. Withington, Lewis Woodard, John Zimmer.

Picture No. 4: 35-year members honored were, front, Jesse Searles, Leon Brill, Paul Bailey, George Hromjak and John Wilson.

Back row, Alfred Krzykowski, William Hargarther, Peter Cappadonia and Ronald G. Pettengill, general agent financial secretary.

Those not attending were, Kenneth Allen, William Apps, Eldon Ball, Elmer Ball, Sigurds Balodis, Harry Baran, James Beekman, Raymond Bennett, Frederick Bischoff, Frank Boehm, William Bommelje, Claude Brege, Elmer Brewster, Gerald Campbell, Angelo Cervini, Hubert Charlebois, Howard Chasey, Louis Cinquino, Bradfield Clark, Earl Clark, Alfred Colatarci, Thomas Coyle, Joseph Crabtree, Charles Creveling, Eugene Dries, William Effrige, Oscar H. Eriksen, Sr., Elliott Esley, John Evangelist, Paul Fallon, George Forest, Walter Hibbard, Charles Kemp, John Kessler, Glynn Kirchner, Joseph F. Knoeptler, Bernard Kramer, Kenneth Kuhn, William Lindner, Ralph Marasco, Wasyl Matichyn, Donald McCallum, Norman McCarrick, Everett McClurg, Albert Meyers, Leon Morien, Charles Morton, Mike Olverd, Carl Reak, Max Reese, Henry Schenk, John Schneider, Glenn Seifert, Robert Shipman, John Soltysaik, John Tavormina, Patrick Tavormina, Robert Tripp, Robert VanDorn, Seeley Washburn, John Wassink, Earl Wheatcraft, Francis Williams.

Rochester, N.Y.—Picture No. 7

Picture No. 5: Members receiving 30-year pins were, front, Andrew Effinger, Richard Bradstreet, Nicholas Foti, Philip Gelsomino, William Waugh and Joseph Foti.

Back row, Franklin Parshall, Robert H. Cooper, John Brumsted, Joseph Condello, Robert Staley, Edward Kohl, Francis Rice and Pettengill.

Continued on Page 32

ROCHESTER, N.Y.

Continued from Page 31

Picture No. 6: Other 30-year members honored were, front, Vincent Locurcio, Robert Schoepfel Sr., Kenneth Jacobs, Frank Balzano, Anthony Giunta, Vincent Rowe and Donald Wyatt.

Back row, William Brower, Herbert VanHarken, Joseph Gaudino, Salvatore DiNoto, George Johnson, Thomas Blood, Robert Rodig, Frank Fugmann and Pettengill.

Those not attending were, Wallace M. Adams, Carmen J. Barber, Antoine Beauchamp, Allyn E. Bedette, Clifford Bernett, James Biondolillo, Vincent Bonetti, Orazio Bruno, Horace Buchholz, Robert Buck, Willard Bumgarner, David Carlson, Francis Casteel, Alfred Drozdz, Quentin Dunlap, Fredrick Facer, Kenneth Fox, Arthur France, Robert Gilmore, Nicola Gorbaciuk, Floyd Hall, Francis Harris, Edward Hocenic, Sam Jackson, Elmer Kellerson, Kenneth Kennedy, Lawrence Kohl, Stanley Kozody, Johannes Kuitems, Ralph LaTempa, Elton Lester, John Marasco, Avery McLear, Marion McMillen, Richard Metzger, Earl Miller, Jack Muir, Edwin Nesbit, Casimer Nowack, Donald O'Connor, Russell Olverd, David Otto, James A. Paratore, Samuel Passamonte, Albert Pinto, Earl Potter, Joseph Pukos, William Pulver, John Read, William Richardson, Arthur Romeo, Francis Ross, Henry Rudy, Raymond Ryskowski, Sam Salamone, Frank Santucci, Donald Schinsing, Ralph Sharp, Anthony Sinare, Charles Sininger, Carl Stock, Kenneth Swart, John Teal, Peter Thomas, Robert Tuttle, Lawrence Waite, Gordon Williams, Spencer Woodfield, Fred T. Wright, Wilfred Wyatt, Stanley Zerniak, Sr.

Picture No. 7: Pettengill presented John Collins, retiring president with a gold watch at the dinner. Collins was the first and only president of Local 85.

HICKSVILLE, N.Y.

Local 1772 members with 25 to 45 years of continuous service were recently honored. They included, front, Thomas Schnetzer, 35 years retired, and John McCoy, 25 years.

Second row, John Spullen, 35 years retired; Bennie Grate, 35 years retired; John Rugen, 35 years; Alexander Vitols, 35 years retired; Edward Wasiewski, 35 years; Edward Moskowski, 45 years retired and Raymond Auer, 45 years.

Back row, Ernest Dunekack, business representative, George Seniw, 35 years retired; Peteris Sarma, 35 years retired; Egons Cerpins, 35 years; Vitants Grinvalds, 35 years and William Hydek, president.

Hicksville, N.Y.

DENISON-SHERMAN, TEXAS

Local 304 held its pin presentation party to honor longstanding members of the Brotherhood. Approximately 60 members and family attended the dinner by the Ladies Auxilary 889. Fred Carter, international representative, Charles Wallace and Jerry R. Orley from the District Council of North Texas, and Herb Kratz, Millwright Local 1421 were on hand for the celebration.

Picture No. 1: R.A. Thompas and Johnnie Burrow received 50-year pins. Not present were Weldon Cole, R.M. Thomas and J.I. Jackson.

Picture No. 2: 45-year members presented pins were M.W. Sampson, L.C. Backest, E.W. Sampson, W.L. Fulce, Charlie Fulenchek, president and H.W. Backest.

Picture No. 3: 40-year members included R.L. Anderson, H.A. Deaton, R. Schendler, Allen Mennick, Fulenchek, J.C. Payne and Harmon Harvey.

Picture No. 4: 35-year pins were presented to Jay Schrock, Kratz, J.R. Pearson, James Clement, Benton Helm, H.P. Williamson, James R. Allen, Fulenchek and Carrol Shaw.

Picture No. 5: David Mullenhaur and Charlie Fulenchek 30-year members.

Picture No. 6: Members receiving 20-year pins were J.C. Moore, M.T. Keonce and Martin Ainsworth.

Picture No. 7: The dinner was prepared by Ladies Auxilary 889. Jo Nell Fulenchek and Jo Nell Helm are shown here working on the dinner.

Denison-Sherman, Texas—Picture No. 1

Denison-Sherman, Texas—Picture No. 5

Denison-Sherman, Texas—Picture No. 7

Denison-Sherman, Texas—Picture No. 2

Denison-Sherman, Texas—Picture No. 3

Denison-Sherman, Texas—Picture No. 4

Denison-Sherman, Texas—Picture No. 6

Pittsburgh, Pa.—Picture No. 1

Pittsburgh, Pa.—Picture No. 3

PITTSBURGH, PA.

Local 2274 recently held a pin ceremony honoring its members for their years of service to the Brotherhood.

Picture No. 1: 40-year members included, front, Eugene Miller, J.C. Cramer, William Yothers, Harry Ewing, John Jamison and John Malek.

Back row, Robert Moorman, Daniel Cunningham, Frank Malek, Joe Glod, Emory McClain and Harry McGann.

Picture No. 2: Members presented with 35-year pins were, front, Homer Harkleroad and Ray Harkleroad.

Back row, Theodore Zbrzenznj and Billy Livengood.

Picture No. 3: Lawrene Cirillo, Charles Ferris and Dennis Gilmore were presented with 25-year pins.

Pittsburgh, Pa.—Picture No. 2

Princeton, N.J.—Picture No. 1

PRINCETON, N.J.

Members of Local 781 with longstanding years of dedication to the Brotherhood were presented with service pins and gold watches at a special meeting.

Picture No. 1: Albert Lynch and Charles Baunack were presented with 60-year pins.

Picture No. 2: 45-year members were Victor Fasanella, Walter Teomisto, Harry Kitchen and William Doscher.

Picture No. 3: 40-year members presented pins were Theodore Przychoda, John Buttram Sr., Peter Debiec, Alexander Duthie, Robert Donald, George Housel, True Bergman and Atwood Norcross.

Picture No. 4: 35-year members, front, Robert Moore and William Kiefer.
Back row, Donald Hullfish, Robert Galick, Richard Wood, Frances Grover, Thomas Lowthian, Joseph Tufano and Joseph Sodomin.

Picture No. 5: 30-year members included, front, Jack Grant, Michael Pinelli and Karl Bystrom.

Back row, Frank Stellitano, Fred Petrone, Joseph Lakewitz, Sal Mangone, John Stranzak, Howard Diltz Jr. and James Murphy, president.

Picture No. 6: 25-year members, front, William Penelli, Joe Suosso and Walter Herran.

Back row, Robert Richardson, Clad Pinelli, Don McNinch, George Tkacs, Larry Vankirk, William Wesp and Jim Mehl.

Picture No. 7: John Harbatuk, 25-year member.

Picture No. 8: Gold watches for 30 years of active service were presented to Jack Grant, Wilber MacFarland, Howard Dilts, James Murphy, president, Kael Bystrum, John Stanzak and Henry Jones, business representative.

Princeton, N.J.
Picture No. 3

Princeton, N.J.
Picture No. 4

Princeton, N.J.
Picture No. 5

Princeton, N.J.
Picture No. 6

Princeton, N.J.—Picture No. 2

At center,
Picture No. 7
HARBATUK

At right,
Picture No. 8

MEDFORD, WIS.

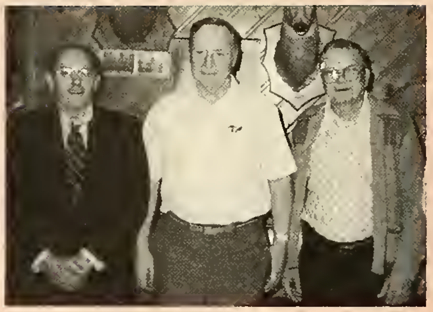
Local 1025 held a pin presentation party to honor seven of its members with 35 and 25 years of service. They were honored with a social hour, dinner and dance. Approximately 245 people attended.

Picture No. 1: Eugene Cypher, 35-year member. Robert Eisner and Benny Hoffman were unable to attend.

Picture No. 2: 25-year members honored were John Cypher, Claire Kalmon and Allen Gnotke. Ronald Dake was unable to attend.

Medford, Wis.
Picture No. 1
CYPHER

At far right,
Medford, Wis.,
Picture No. 2



WARWICK, R.I.

Local 94 member, Armand Tessaglia, was recently honored for his 49 years of service. Due to illness, he was unable to attend the award night celebration held by the local. Instead he was presented his pin while still in the hospital by Robert E. Hayes, financial secretary-treasurer. Present for the presentation were his wife of over 50 years shown in the picture, and his three children.

Warwick, R.I.

Phoenix, Ariz.—Picture No. 1

PHOENIX, ARIZ.

Local 1089 held its 1987 pin ceremony in the newly-owned union hall. Construction of the 6400-square-foot building was begun with ground breaking on December 27, 1986, and completed and moved into on July 11, 1987.

Picture No. 1: The new union hall.

Picture No. 2: 50-year members receiving pins were Henry Whelpley, Jim Bailey, Rudy Christenson, Carl A. Anderson and Carl Jannsen.

Picture No. 3: Members receiving 45-year pins were front, Roy Branstetter, Earl Detherow (accepted by wife, Edith Detherow), Joseph Mellecker, Joe Brown, Harvey Wilson and C.L. Richardson.

Back row, Arthur F. Carlson, Ray Price and Virgil Haag.

Picture No. 4: 40-year members included Ray Kipp, William F. Holt, Jim Hyde, Allan Wright and Walt Walden.

Picture No. 5: Members receiving 35-year pins were William A. Ode, Joe Perchal, Edward Pederson, George Cornwell, Edgar Newnam and Reno Menegon.

Picture No. 6: 30-year members receiving honors were front, Herbert Oldsen, Sam Tharp, Bob Pais Sr., Don I. Williams, Joe House and Don Kraker.

(There are three generations of Williams in the local union—Walter, Don and Terry.)

Back row, Leroy Krieg, Demko Pychowcycz and Charles Wiedmaier.

Picture No. 7: C.A. Hildebrand, 25 years.

Phoenix, Ariz.—Picture No. 2

Phoenix, Ariz.—Picture No. 4

Phoenix, Ariz.
Picture No. 3

Phoenix, Ariz.
Picture No. 5

Phoenix, Ariz.
Picture No. 7
HILDEBRAND

Phoenix, Ariz.
Picture No. 6

SANTA ANA, CALIF.

Members of Local 1815 were honored for their longstanding service and dedication to the Brotherhood with service pins.

Picture No. 1: 50-year members honored were Frank Dennison Sr., Robert Bigelow and Edwin Fraley.

Picture No. 2: Members honored for 45 years were Frank Wagner, Nels Johnson, Walter Reed, Charles Coghill (deceased), Hugh Anderson, Hugh Squire, Henry J. Edwards and Robert Sutherland.

Picture No. 3: 40-year members honored were, front, Danny Ancheta, Benjamin Hockersmith, Harry Merchant, Frank Dennison Jr., Emery McNaughton, Samuel Janes, James Rahm and Miguel Huerta.

Standing are Carl Hallgren, Ian Patterson, Gilbert Morales, Bob Hannah, secretary/treasurer, California State Council, Don Schorle, Sam Uribe, E.W. Johnson, Bill Perry, secretary/treasurer, Orange County District Council, J. Wallace Nelson, Mike Lucio, business representative and recording secretary, Local 1815, W.H. Anderson, James Fodera, Steve Cobb, financial secretary, Local 1815, Stanley Trevethan, Baldin Keenan, business representative and president, Local 1815, David Melendez Sr., and Claude Mann Jr.

Picture No. 4: 35-year members were, front, Walter Wallock, Roy Goodman, Stephen Artinger, Stan Seleb, Floyd Dixon, Phillip G. Austin, Danny Dansby and Raul Poblano.

Back, John Beatty Jr., Clarence Nicke Thomas Kuykendall, Hannah, Lucio, Alv. Badillo, Perry, Kennan, J.P. Copley, Franklin Metcalf, Cobb and Ernest Lechner.

Picture No. 5: 30-year members recognized were, front, Donal Sheets, Rufus Finley, Leland Forshey, Steve Ellis, Peter Davi, Manuel Alonzo, John Green, Hans Witter, Raymond Quick and Fred Leonard (deceased).

Back, Marvin Vogt, Karlis Irbe, John Smith, Arnold Feidt, Keenan, George Plummer, Lawrence Thayer, Lucio, Hannah, Orville Adamson, Marshall Jennings, Dewayne Blake, Perry, Robert Taylor and Euell Hickam.

Picture No. 6: John Marasco, Samuel Brinkley and William Kole were honored for 25 years of service to the Brotherhood.

Santa Ana, Calif.—Picture No. 1

Santa Ana, Calif.—Picture No. 2

Santa Ana, Calif.—Picture No. 3

Santa Ana, Calif.—Picture No. 4

Santa Ana, Calif.—Picture No. 5

Santa Ana, Calif.
Picture No. 6

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to *CARPENTER* magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.

PALM SPRINGS, CALIF.

Retired members of Local 1046 were recently honored for their dedication to the Brotherhood with service pins. They are pictured below:

Stanley G. Smith
40 years

James Ashlyn
40 years

William Law
40 years

Austin Holmberg
45 years

Ervin Hill
45 years

Herschell Cogbill
45 years

Nelson Nickerson
40 years

Chester Olson
40 years

K.H. Sappingfield
40 years

Joseph LeBrun
40 years

D'Arcy Brown
40 years

Jerry Garcee
39 years

Haim Klocman
35 years

Palle Pederson
30 years

Bruce Crawford
30 years

SCRANTON, PA.

A special meeting was called by Local 261 to honor its members with 25 to 50 years of service. The attendance was excellent, and food and beverages were served after the meeting.

Picture No. 1: Henry Salzmann, 65-year member.

Picture No. 1
SALZMANN

Picture No. 2: 50-year members include Charles Pumilia, retired business representative, Michael Evancho, Joseph Greco, president, Matt Rossi, James Vaughan, Walter Simons, Bert Clemens, Robert Behlke, John Eilhart, Arthur Schmidt, Kenneth Mannion.

Picture No. 3: 25-year members honored were Andrew Hanusich, Adolph Didario, John Magnotta, Tom Olishalsky, business representative, Fred Schimelfenig, Edward Mislinski, William Salak, Greco and John Bruchko.

Picture No. 4: Other 25-year members honored were Arthur Sroke, Dom Scartelli, Donald Shuster, Arthur Metschulat, Cecil Heise, Frank Antonacci, Anthony Nieroda and Michael Murnin. Absent from the picture was Robert Guimento.

Scranton, Pa.
Picture No. 2

Scranton, Pa.
Picture No. 3

Scranton, Pa.
Picture No. 4

In Memoriam

The following list of 620 deceased members and spouses represents a total of $1,091,733.42 death claims paid in December 1987; (s) following name in listing indicates spouse of member.

Local Union, City

1 **Chicago, IL**—Godfrey Leander Johnson.
2 **Cincinnati, OH**—Edward A. Menke.
5 **St. Louis, MO**—Joseph P. Pieper, Lawrence E. Ross.
7 **Minneapolis, MN**—Carl H. Nielsen, Craig F. Neeley, Fernie F. Smith, Lillian Morin (s), Oscar E. Anderson.
8 **Philadelphia, PA**—Anne L. Eckstrom (s), Elio Giacomelli.
10 **Chicago, IL**—Ralph M. Danzl.
11 **Cleveland, OH**—Edward Kantor, Grace C. Papesh (s), Walter Lee Todd.
12 **Syracuse, NY**—James Warrender, William Stoutenger.
14 **San Antonio, TX**—Randall T. Nelson.
16 **Springfield, IL**—Elizabeth Dodd (s), Glenn Stephens, James A. Harford Sr., Schylor Patterson.
17 **Bronx, NY**—August Frosini, Bruno A. Rosa, Louis Depietro, Sam Chapman.
20 **New York, NY**—Thora Pedersen (s).
22 **San Francisco, CA**—Robert L. Gardiner.
23 **Williamsport, PA**—Ira Raymond Swartzlander.
24 **Central, CT**—Frank Rappa, John F. Matula.
25 **Los Angeles, CA**—Ernesto Delavara.
27 **Toronto, Ont, CAN**—Harry Shikolka, Hector G. Trahan.
31 **Trenton, NJ**—Arthur G. Cartlidge.
33 **Boston, MA**—Joseph M. Censullo Sr., Murray Silverman, Petras Stuoka, William B. Brown.
35 **San Rafael, CA**—Harry Knowles, Wilhelmina Hammock (s).
36 **Oakland, CA**—Hazel Marie Mims (s), Walter Anthony Malcherek, William A. Wettersten.
40 **Boston, MA**—Anastasia Adey (s), Loreto Cellucci, Thomas S. Moore.
47 **St. Louis, MO**—Frank F. Kurtzky.
50 **Knoxville, TN**—Mark Hanna Hillman.
51 **Boston, MA**—Louis N. Spinucci.
54 **Chicago, IL**—Frank May, Karlis Pliuksis Sr., Thomas Matteini.
55 **Denver, CO**—Cleo Irene Little (s), Ray W. Reinhardt, Tony Vinnola, William E. Dishman.
56 **Boston, MA**—Edward J. Arsenault, Henry E. Riley, Phlemon Moore.
58 **Chicago, IL**—Matthew R. Eiden.
60 **Indianapolis, IN**—Frank Ercell Williams, William E. Law.
61 **Kansas City, MO**—Fred C. Harris, Robert W. Cornforth, T. C. Lindsay, Virgil M. Tooley, William T. Harbolt.
62 **Chicago, IL**—Clarence E. Reeder.
64 **Louisville, KY**—Charles W. Lively.
67 **Boston, MA**—Alexander Strachan.
69 **Canton, OH**—Elmer B. Kreis, Paul D. Blanchard.
74 **Chattanooga, TN**—Elmer L. Fillers, Raymond W. Bankston.
76 **Hazelton, PA**—Robert F. Ertwine, Thomas E. Jones.
85 **Rochester, NY**—Claude A. Brege, Emily R. Bella (s), Hattie Johnson (s), John L. Perry, Leopold Reinschmidt, Mary E. Reid (s).
87 **St. Paul, MN**—Alfred J. Rundquist, George E. Ricci.
94 **Providence, RI**—Clotilda Henningson (s), Manuel Morris, Virginia A. Correia (s).
98 **Spokane, WA**—Clarence R. Tinker.
100 **Muskegon, MI**—Ronald Rinkevicz.
101 **Baltimore, MD**—Robert W. Daiger, Rufus Kryder, William D. Jones.
106 **Des Moines, IO**—Clyde L. Moore, Richard Tasler.
108 **Springfield, MA**—Frank Paul Kopec, M. Franklin Westbrook, Samuel D. Stanton.
111 **Lawrence, MA**—George D. Hmurciak.
113 **Middletown, OH**—Hazel Bowling (s), Paul P. Becker, Randell France Coning.
114 **East Detroit, MI**—Andrew P. Johnson, Lothel Parsons, Marie J. Loisel (s).
118 **Detroit, MI**—Barbara Jean Wysocki (s), Charles Haines, Edward T. Bournski, Fred B. Fries, James K. Voorheis, John Paul, Joseph B. Parr, Robert L. Damron.
123 **Broward-County, FL**—Alphonse J. Heintzman, Joseph Wolf.
125 **Miami, FL**—Harold J. Ashby, James Barham, James Edward Shaw, James F. Dempsey, John A. Zarelli.
131 **Seattle, WA**—Alvera Alma Michels (s), Andrew Haines, Robert Reinertson.
132 **Washington, DC**—George L. Grove, John Daly Jr., Leslie H. Greene, William Eugene Wilson.
135 **New York, NY**—Robert Guerasio.
140 **Tampa, FL**—Albert Virgil Smith.
141 **Chicago, IL**—Richard A. Fifer.
144 **Macon, GA**—Ruby Lee Williams (s).
149 **Tarrytown, NY**—Alvar C. Winroth, John Centofanti Sr.
162 **San Mateo, CA**—Fred Klarenbach, Villy Svend-Auge Hermansen.
166 **Rock Island, IL**—Emil Plavak, Timothy M. McIntire.
168 **Kansas City, KS**—Ernest C. Siler, John G. Delich.
171 **Youngstown, OH**—Walter V. Lingo.
180 **Vallejo, CA**—Emanuel Siewert, Gregory R. Ray.
181 **Chicago, IL**—Thomas L. Holland.
184 **Salt Lake City, UT**—Henry Fred Neuber, James A. Marshall.
185 **St. Louis, MO**—Loretta Mary Bass (s).
186 **Steubenville, OH**—Gilbert I. Birch.
195 **Peru, IL**—William R. Funk.
199 **Chicago, IL**—Edith Marie Nelson (s), Katherine M. Breski (s), Shirley M. Barbich (s).

Local Union, City

200 **Columbus, OH**—Howard V. Morrow, Raymond R. Ross.
210 **Stamford, CT**—Arthur Scott, Edward D. Chute, Frank Lusardo, Howard Frank Wheeler, Ralph E. Brattlund.
218 **Boston, MA**—Benjamin W. Parsons, Clarence W. Parsons.
223 **Nashville, TN**—L. D. Fish.
225 **Atlanta, GA**—Annie Petterson Hill (s), Betty Thomason Fuller (s), Robert W. Rice.
247 **Portland, OR**—Carl E. Hokenson, Elmer Ussing, Emil Rittenbach, Frank Warren Dehaas, Helen Irene Barchek (s), Margie Cordelia Petersen (s), Rupert Bland, William E. Harris.
249 **Kingston, Ont, CAN**—James William Murray.
250 **Waukegan, IL**—Christian Sorensen, Mary Lou Thompson (s), Roy O. Roewert.
254 **Cleveland, OH**—Louis A. Wagner.
255 **Bloomingburg, NY**—Anna Olson (s), Cosima Dipietro (s).
257 **New York, NY**—Edward L. Russell.
259 **Jackson, TN**—Horace Lafayette Gaba.
280 **Niagara-Gen&vic, NY**—Stanley Waiter.
281 **Binghamton, NY**—Michael Lazar.
287 **Harrisburg, PA**—Truman E. Noll.
296 **Brooklyn, NY**—Charles, Peters, Frank Marinelli, Jerry Krystal.
314 **Madison, WI**—Karl E. Tetzlaff.
316 **San Jose, CA**—Gordon William Wilson, Hosie Avants.
334 **Saginaw, MI**—Harvey M. Smiley, Paul E. Miller.
335 **Grand Rapids, MI**—William Guy Young.
338 **Seattle, WA**—Evelyn Desrosier (s).
344 **Waukesha, WI**—Clarence D. Manthey, Harold L. Miller, Oscar H. Seymer.
347 **Mattoon-Charleston, IL**—Emit L. Allen, Howard O. Cobb, Martin W. Goebel, Roy A. Reed.
348 **New York, NY**—Michael Milano.
350 **New Rochelle, NY**—John Thomas Ryan.
355 **Buffalo, NY**—Herman J. Davis.
359 **Philadelphia, PA**—John C. Fetter.
369 **N Tonawanda, NY**—Vincent M. Mitchell.
370 **Albany, NY**—Aldo A. Dibacco, Anthony Demaria, Ruth M. Jenkins (s).
379 **Texarkana, TX**—Mattie Sue Hill (s).
393 **Camden, NJ**—Irvine M. Hurd, Sr.
398 **Lewiston, ID**—Arthur Wildermuth.
400 **Omaha, NB**—Florence Rasmussen (s), George W. Whitesides, Niels Lillethorup.
404 **Lake Co, OH**—Benjamin F. Gibbons, Jr.
407 **Lewiston, ME**—Edward E. Newton, George L. Simmons.
417 **St. Louis, MO**—Arthur S. Mungle.
429 **Arlington, TX**—John Ray Butler, Trosy L. Simpson, William Forrest Weaver.
434 **Chicago, IL**—Anna Westman (s), Cleo G. Christian.
437 **Portsmouth, OH**—Harold W. Davis, Marie Davis (s), Powers Branham.
452 **Vancouver, BC, CAN**—Metro Mike Sorocan, Tillie Edstrom (s).
454 **Philadelphia, PA**—Harry T. Duncan, Sr.
458 **Clarksville, IN**—Anthony R. Newkirk, Richard R. Graham.
470 **Tacoma, WA**—Donald Slonaker, John K. Hoppe, Nora Hoppe (s), Oscar Kulseth, Sam Petty.
476 **Clarksburg, WV**—Laura Jane Campbell (s), Marsha Kay Brandenburg (s).
480 **Freeburg, IL**—Bernard J. Napier.
483 **San Francisco, CA**—Edward C. Anderson.
494 **Windsor, Ont., CAN**—Joseph Gallas.
496 **Kankakee, IL**—Kenneth R. Anderson.
502 **Port Arthur, TX**—August Gus Revia, Paul Elton Root.
505 **San Diego, CA**—Darrell Ybarrondo, Lillian M. Bills (s).
510 **Berthoud, CO**—Otta Erich Brummer.
515 **Colo Springs, CO**—Agnes L. Hotaling (s), John S. Williams.
531 **New York, NY**—Giovanni Iammatteo.
543 **Mamaroneck, NY**—Marie Briotte (s).
544 **Baltimore, MD**—John McCargo.
551 **Houston, TX**—Floyd, West, Harold Barger, James J. Coffey, Richard W. Vanloon, Rufus Hayes Pratt.
558 **Elmhurst, IL**—Samuel Roller, Jr., William G. McClintock.
563 **Glendale, CA**—Jens Sorensen.
586 **Sacramento, CA**—Alvin R. Foley, Arlene R. Nevins (s), Everett E. Mattock, Lester E. Fox, William McVay.
599 **Hammond, IN**—Paul P. Stupeck.
600 **Lehigh Valley, PA**—Edward L. Elliott, George A. Flynn, Marie M. Brewen (s), Michael Ellow, Willard H. Kratzer, William J. Teada.
604 **Morgantown, WV**—Richard R. Poland.
605 **Vista, CA**—Paul L. Peterson, Timothy L. Lewis, Westley C. Davis.
608 **New York, NY**—James Rainsford.
613 **Hampton Roads, VA**—Melvin L. Burns.
620 **Madison, NJ**—Donald Miller.
621 **Bangor, ME**—Albert P. Goulette.
623 **Atlantic County, NY**—Frank P. Fabi, Joseph T. Porreca.
624 **Brockton, MA**—Annette M. Roy (s), Edna M. Sederberg (s).
626 **Wilmington, DE**—Henry L. Cockerham.
634 **Salem, IL**—Ray D. Taylor.
638 **Marion, IL**—Arthur Melvin West, Frank P. Winters.

Local Union, City

642 **Richmond, CA**—Sherman Young.
665 **Amarillo, TX**—Durwood R. Vandever.
668 **Palo Alto, CA**—Doyle S. Bradford, Elsie L. Bernard (s), Harold G. Ridinger.
675 **Toronto, Ont., CAN**—Nick Eliopoulos.
690 **Little Rock, AR**—James H. H. Clark.
701 **Fresno, CA**—Marjorie Petersen (s).
705 **Lorain, OH**—William J. Raab.
710 **Long Beach, CA**—Douglas B. Babbitt, Harold A. Hedge.
721 **Los Angeles, CA**—Charles D. Wilson, Charles F. Powers, Chester Ciastowski, David M. Partain, Esther Alice Latiolatt (s), Gloria Yolanda Avila (s), Howard E. Morgan, Joseph J. Ceranic, Julio S. Hernandez, Lawrence H. Myers, Phillip L. Skonieczki.
731 **Manitowoc, WI**—Andrew J. Bellinder, Edgar Schley.
735 **Mansfield, OH**—Leslie M. Catron.
739 **Cincinnati, OH**—Walter J. Ritter.
743 **Bakersfield, CA**—Charles E. Lemon, Charles Pinkstaff.
745 **Honolulu, HI**—Masao Kawasaki, Nobuichi Nakamura, Sadaaki Okano.
747 **Oswego, NY**—John R. Russo.
751 **Santa Rosa, CA**—Michael Powell.
756 **Bellingham, WA**—Claude S. Gorrie, Kenneth M. Jones.
764 **Shreveport, LA**—Ervin E. Sipes, Robert Duggan McLaney.
769 **Pasadena, CA**—Glen Owen Snuffer, William B. Barstow.
770 **Yakima, WA**—Gordon L. Ellis.
780 **Astoria, OR**—Lela Marvel Barnard (s).
783 **Sioux Falls, SD**—Irving Getman.
790 **Dixon, IL**—Arthur Halverson.
804 **Wisconsin Rapids, WI**—Elsie E. Keppert (s).
805 **San Diego, CA**—Kenneth J. Andrews.
815 **Beverly, MA**—Ruth Flora Magee (s).
821 **Springfield, NJ**—William Livingston.
824 **Muskegon, MI**—Everett Clapper, Lester Conklin.
829 **Santa Cruz, CA**—Wallace Berry.
839 **Des Plaines, IL**—Leo H. Schafer, Leonard Ellingson.
844 **Canoga Park, CA**—Theodore R. Shamblin.
845 **Clifton Heights, PA**—Anthony D. Borrelli, Dennis Kobylarz, Frances C. Martin (s), Oscar W. Thompson.
857 **Tucson AZ**—Harold L. Powell.
859 **Greencastle, IN**—Wayne J. Clark.
899 **Parkersburg, WV**—Harold M. Casto, Virgil W. Righter.
902 **Brooklyn, NY**—Carl Giametta, Orville Cors.
904 **Jacksonville, IL**—Esther D. Ralston (s), Raymond F. Foster, Virgil O. Rumple.
906 **Glendale, AZ**—Paul Reagan Nunnelley.
943 **Tulsa, OK**—George H. Welker.
944 **San Brnardno, CA**—Gabriel Chapa, Marshall F. Shoemaker, Richard E. Dickerson.
945 **Jefferson City, MO**—Earl S. Long Sr.
955 **Appleton, WI**—Ulysses A. Mitchell.
964 **Rockland Co., NY**—Charles Odell Jr.
971 **Reno, NV**—George Feuerstein, Lloyd E. Jones, Richard Boyd Downing.
974 **Baltimore, MD**—Steven Fowler.
981 **Petaluma, CA**—Virgil O. Fields.
998 **Royal Oak, MI**—Angus Bowers, Catherine Durocher (s), Donald E. Wilkinson, Emerson Moorhouse, Irwin Vangordon, Thomas Nicholson.
1005 **Merrillville, IN**—Bert Rakowski, Maurice P. Lombardo.
1006 **New Brunswich, NJ**—John A. Suchon, Kalman Csepi.
1027 **Chicago, IL**—Anthony Dudek, Elizabeth Scheid (s), John Fauci, John Hresil, Willie Crockett.
1050 **Philadelphia, PA**—Dmytro Zadworniak.
1052 **Hollywood, CA**—Marva Jeanne Bergquist (s).
1062 **Santa Barbara, CA**—Michael McTighe.
1067 **Port Huron, MI**—Dorothy Solomon (s), William Cannon.
1084 **Angleton, TX**—Ronnie G. Porter.
1089 **Phoenix, AZ**—Shirley Byers (s), Thomas Raymond Christian, Verna May Darby (s).
1098 **Baton Rouge, LA**—William J. Foster.
1102 **Detroit, MI**—Beula Lee Bailey (s), Carl Ellsworth Swanson, Melvin Currier, Oliver A. Wichmann, Rodrick H. Meyers.
1108 **Cleveland, OH**—Bruce D. Yeager, John Stager, Kenneth Isherwood.
1120 **Portland, OR**—Frank R. Switzer.
1125 **Los Angeles, CA**—Elvira Sanchez (s).
1140 **San Pedro, CA**—Wesley A. Rabke.
1144 **Seattle, WA**—James Daren Hall, Leslie J. Brown.
1146 **Green Bay, WI**—Alvin A. Geniesse.
1147 **Roseville, CA**—John H. Stidman.
1155 **Columbus, IN**—Francis M. Ferguson, James L. Burton.
1160 **Pittsburgh, PA**—Grace Puerzer (s).
1207 **Charleston, WV**—Frederick F. McCallister.
1216 **Mesa, AZ**—Jack O. Hileman.
1222 **Medford, NY**—Anthony D. McCluskey, Hayden Hill, Ingulf Askedall.
1227 **Ironwood, MI**—Domenic J. Corullo.
1235 **Modesto, CA**—Hughey A. Stevens, William V. Reece.
1242 **Akron, OH**—Leonard A. Drogell.
1251 **N. Westmnstr, BC, CAN**—Anthony Mollin, Eldege A. Poirier, Ernst Fride Ogren, Judy Yaretz (s), Naka Kitagawa (s), Shosuke Kitagawa.
1256 **Sarnia, Ont., CAN**—Fernard Lionel Arsenault.

In memoriam

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Local Union, City

1266 **Austin, TX**—Carl E. McDowell.
1274 **Decatur, AL**—Neal A. King.
1292 **Huntington, NY**—Johannes Olsen.
1303 **Port Angeles, WA**—Arthur W. Fischer.
1305 **Fall River, MA**—Geraldine Williams (s), Manuel Carvalho.
1307 **Evanston, IL**—Andrew Maule, Harry R. Weidner.
1311 **Dayton, OH**—James Adams.
1325 **Edmonton, Alta, CAN**—Konstanty Korol.
1333 **State College, PA**—Clarence L. Martin.
1342 **Irvington, NJ**—Anna Fuss (s), Anthony Carangelo, Guido Vetuschi.
1359 **Toledo, OH**—Fred E. Hoffmann.
1365 **Cleveland, OH**—James Anderson.
1373 **Flint, MI**—James L. Dendel.
1386 **Province of New Brunswick**—Lloyd H. Mallory.
1396 **Golden, CO**—Bonnie Jean Rill (s).
1397 **North Hempstad, NY**—Albert F. Proffitt, Rosario Giacopelli.
1402 **Richmond, VA**—Herbert A. Jackson.
1407 **San Pedro, CA**—Irving A. Boldt, William R. Langdon.
1408 **Redwood City, CA**—Archie Sloan, Carl L. Kopfer, Eugene E. Sweatt, James A. Driscoll.
1409 **Greenwood, MS**—Junior Anderson.
1418 **Lodi, CA**—Lena V. Brooks (s).
1423 **Corpus, Christi, TX**—Virgil B. Kellogg.
1437 **Compton, CA**—Wilton W. Root.
1438 **Warren, OH**—George W. Caskey.
1445 **Topeka, KS**—Robert A. Anguish, Wyatt Brown, Jr.
1452 **Detroit, MI**—Arthur E. Stark
1453 **Huntington Bch, CA**—Arthur J. Mauger, Roy L. Hayes, Thomas A. Brown.
1456 **New York, NY**—Asta Reinertsen (s).
1478 **Redondo, CA**—Mabel L. Boston (s), Nolan N. Beaird, Sarah Eells (s).
1489 **Burlington, NJ**—Florence B. Callaghan (s), Harold E. Wilson, Nathan J. Elfreth Sr.
1521 **Algoma, WI**—Norris Anton Frisque.
1522 **Martel, CA**—Roscoe J. Cavens.
1535 **Highland, IL**—Mabel E. Honerkamp (s).
1536 **New York, NY**—Attilio Brocchetti, John J. Richard, Pio Rauzi, Robert Stanga.
1540 **Kamloops, BC, CAN**—Edgar A. Schamuhn.
1553 **Culver City, CA**—Frank F. Demaio.
1554 **Miami, FL**—Russell Glover.
1565 **Abilene, TX**—Oscar Calip McDermett, Ray Charles Herrell, Walter C. Tubbs.
1590 **Washington, DC**—Helen J. Lehman (s).
1592 **Sarnia, ONT, CAN**—John Gordon Knight.
1595 **Montgomery County, PA**—Donald L. Mell, Edith R. McCluen (s), Kenneth P. Surmak, Mabel Fualker (s).
1596 **St. Louis, MO**—Raymond P. Cobb Sr.
1597 **Bremerton, WA**—Clifford L. Zickefoose.
1599 **Redding, CA**—John Clements.
1607 **Los Angeles, CA**—Albert B. Fisher.
1622 **Hayward, CA**—Albert F. Scott, Eva Loretta Ray (s), Leslie D. Logue, Ursa R. Weston.
1632 **S. Luis Obispo, CA**—Glenn T. Hensley.
1635 **Kansas City, MO**—Lee A. Edwards. .
1669 **Ft. William, Ont, CAN**—Eino Leino, Gino Tofinetti.
1691 **Coeur Dalene, ID**—Gerald E. Elj, Helen N. Davis (s).
1693 **Chicago, IL**—Patrick M. Pope.
1723 **Columbus, GA**—Ruby Eloise Seago (s).
1749 **Anniston, AL**—Mary Nell Chasteen (s).
1765 **Orlando, FL**—Daniel E. Doty.
1772 **Hicksville, NY**—John Roger Schramm, Joseph Depano.
1775 **Columbus, IN**—Howard E. Black.
1780 **Las Vegas, NV**—Vern E. Ford.
1797 **Renton, WA**—Floyd C. Brown.
1815 **Santa Ana, CA**—Bertha E. Artinger (s), Beverly A. Mazins (s), Caralee S. Sutherland (s), Charlotte A. Seguine (s), Ernest E. Houser, Garland W. Hink.
1845 **Snoqualmie, WA**—Harold D. Main.
1846 **New Orleans, LA**—Alcide J. Liner, Anthony Ray Dufour, Robert T. Gilbert Jr., Vincent Larussa.
1849 **Pasco, WA**—Albert T. Kentner, Arne Hendrickson, Ralph F. Dunham, Richard D. Harris.
1871 **Cleveland, OH**—Harry C. Sheffey, Theresa Manocchio (s).
1896 **The Dalles, OR**—Edna M. Hanna (s).
1897 **Lafayette, LA**—Louis J. Belsome.
1904 **North Kansas, MO**—Claire R. Eckart.
1906 **Philadelphia, PA**—Adolph Mackner.
1913 **Van Nuys, CA**—Clarence Markley, Dewey Gaboury, Otto C. Hansen.
1929 **Cleveland, OH**—Arthur W. Beyers.
1959 **Riverside, CA**—Damatra Agnes Hoskinson (s).
1976 **Los Angeles, CA**—Sylvia Rosenberg (s).
2006 **Los Gatos, CA**—Charles T. Smith, Marjorie C. Falcon (s), Noble A. Rasmussen, Ruth Mansfield (s), Viggo Norman Jensen.
2020 **San Diego, CA**—Cecil H. Worley, Margaret I. McDill (s), Willard W. Williams.
2041 **Ottawa, Ont, CAN**—Frederich Freimaier.
2046 **Martinez, CA**—Louis A. Augustine.
2066 **St. Helens, Vic, OR**—Orvis Roy Nelson.
2077 **Columbus, OH**—Horton E. Chevalier.
2103 **Calgary, Alta, CAN**—Samuel Christopher Belanger.
2127 **Centralia, WA**—Lawrence L. Spath.
2203 **Anaheim, CA**—Carol N. Hall (s), Charles E. Erwin, James K. Seirup.
2232 **Houston, TX**—Charles Joseph Vachule.
2274 **Pittsburgh, PA**—George V. Peterson.
2287 **New York, NY**—Clara Grossman (s), William F. Miller.

Local Union, City

2288 **Los Angeles, CA**—Barbara L. Whitten (s), Virginia Berry (s).
2297 **Lebanon, MO**—Cleo Singelton.
2300 **Castelgar, BC, CAN**—George G. Plotnikoff.
2311 **Washington, DC**—William Thomas Dempsey.
2352 **Corinth, MO**—James M. Mills.
2375 **Los Angeles, CA**—William R. Lunebring.
2396 **Seattle, WA**—Ivar Johnson.
2398 **El Cajon, CA**—James Stiteler.
2404 **Vancouver, BC, CAN**—David J. Corrigall.
2429 **Fort Payne, AL**—Hugh M. Puckett, James W. Newman, Vestal D. Carter (s).
2453 **Oakridge, OR**—James L. Steele.
2528 **Rainelle, WV**—Stacy E. Hanson.
2540 **Wilmington, OH**—Charles Evan Wilson, Elizabeth Carol Tillis.
2545 **Quesnel, BC, CAN**—Ronald Turner.
2554 **Lebanon, OR**—Byron Billings.
2564 **Grand Fall, NFL, CAN**—Arthur Luscombe, Roy Edward Davis.
2608 **Redding, CA**—Noble H. Blankenship.
2633 **Tacoma, WA**—Joseph G. Whitson.
2659 **Everett, WA**—Francis H. Pfligenstofer, Pearl M. Prather (s).
2660 **Huttig, AR**—James Issac Taylor.
2685 **Missoula, MT**—Harold L. Ridley.
2693 **Pt. Arthur, Ont, CAN**—Benoit Bedard.
2734 **Mobile Vic, AL**—Wyona Margaree Meinhardt (s).
2817 **Quebec, Que., CAN**—Alfred Gagne, Georges-Etienne Garceau, Gerard Senechal.
2834 **Denver, CO**—Arthur E. Davidson, Charles C. Breuch.
2902 **Burns, OR**—Alejandro Rementeria, Clarence E. Miller.
2941 **Warm Springs, OR**—Arthur H. E. Funk.
2947 **New York, NY**—Charles English.
2949 **Roseburg, OR**—Marion Geraldine Stillwell (s), Phillip P. Mandera.
2995 **Kapuskasng, Ont, CAN**—Real Alary, Roger Cote.
3023 **Omak, WA**—Albert J. Austin.
3086 **Providence, RI**—Edward G. Forrest.
3088 **Stockton, CA**—William Elwood Cooper.
3091 **Vaughn, OR**—Donald B. Hise, Greg Allen Armstrong.
3099 **Aberdeen, WA**—Melvin G. Pearson.
3125 **Louisville, KY**—Kenneth E. Warren.
7000 **Province of Quebec**—Paul Pelletier, Roger Belanger.
9033 **Pittsburgh, PA**—Arthur W. Warner.
9074 **Chicago, IL**—Arlene A. Grennan (s), Joseph P. Sonnefeldt Jr., Robert M. Kubilius Jr.

Peekskill honors

James Sloat, former president, and Robert McClernon, former recording secretary, of Local 163, Peekskill, N.Y., were recently presented with plaques for their past service to the local union. Pictured above are Ralph Bonavist, recording secretary; Gordon Lyons, business representative; Sloat and McClernon; and John Licari, president.

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Lost or Stolen

Continued from Page 16

- Open billing statements promptly and compare them with your receipts. If there are any mistakes or differences, report them as soon as possible to the special address listed on the billing statement for "billing inquiries." Under the FCBA, the card issuer must investigate billing errors if you report them within 60 days of the date your card issuer mailed you the statement;
- Keep in a safe place (away from where you keep your cards) a record of your card numbers, expiration dates, and the telephone numbers of each credit-card company for the emergency reporting of losses;
- Carry only those cards that you regularly need, especially when traveling.

For ATM cards:

- Select a PIN that is different from other numbers noted in your wallet, such as your address, birthdate, phone, or social security number;
- Memorize your PIN;
- Do not write your PIN on your ATM card or carry your PIN in your wallet or purse;
- Never put your PIN on the outside of a deposit slip, an envelope or on a postcard;
- Examine all ATM receipts and bank statements as soon as possible.

REGISTRATION SERVICE

Many companies offer card registration and protection services that will notify all companies where you have credit and ATM card accounts in case your card is lost or stolen. With this service, you need make only one phone call to report all card losses instead of calling each card issuer individually. Also, most services will request replacement cards on your behalf. Registration services usually cost $10 to $35 yearly.

Purchasing a card registration service may be a convenience to you, but it is not required by card issuers. The Fair Credit Billing Act and Electronic Fund Transfer Act give you the right to contact credit card companies and ATM card issuers directly in the event of loss or suspected unauthorized card use.

If you do decide to buy a registration service, compare offers and look for one that will best suit your needs. Read the service contract carefully to check the company's obligations and your liability. For example, will the company reimburse you if it fails to notify charge card loss promptly after you report the loss? If not, you could be liable for unauthorized charges.

Michigan Carpenters

Continued from Page 16

responses in some of the areas had been different, but we feel the survey confirms that this committee is on the right track in establishing a plan to build on the positive and to overcome the negative opinions about the union-represented tradesman."

NEW UNDERLAYMENT

Ardex Inc. of Pennsylvania introduces ARLA Leveler, a totally new flexible underlayment for resilient-over-resilient floor installation.

ARLA (patent pending) was invented by Ardex Inc. and consists of a flexible cementitious/acrylic mix which eliminates the need for removing existing CV floors, according to the manufacturer.

In remodeling construction, it is standard practice to install new flooring material over existing floor coverings.

Cushion vinyl floors, however, are not a proper substrate for the installation of new flooring material.

ARLA underlayment requires no priming nor special preparation of the existing floor covering other than cleaning. It is troweled easily on the old flooring. After only 60 minutes, ARLA has cured to allow the installation of the new CV flooring with standard latex adhesives or the installation of PVC flooring with the new ARLA Solventless Adhesive.

ARDEX, INC. has introductory units available for flooring contractors interested in this revolutionary new system. For introductory product units, finished cured sample and product brochure, contact ARDEX, INC., 630 Stoops Ferry Road, Coraopolis, PA 15108; Phone (412) 264-4240.

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U.S. LEVEL-TRANSIT

David White Instruments has introduced a unique instrument for builders and contractors—the ALT6-900, the world's first American-built automatic level-transit.

The ALT6-900 automatic level-transit offers the builder/contractor an opportunity to use only one instrument on jobs traditionally requiring two.

The ALT6-900 is recommended for jobs requiring leveling accuracy within ¼″ at 100 feet. Optimum sighting range is 200 feet. It features the David White achromatic optical system with 18× magnification.

Setup for the ALT6-900 is performed faster than with customary manual levels. A circular bubble and three-screw leveling system enable the user to level the instrument quickly. The precision compensator automatically establishes and holds the level line of sight, with a correcting range of ± 15 minutes. The compensator works continuously, automatically adjusting to keep the instrument level, even through on-the-job vibrations.

When locked in place with David White's three-point lock lever system, the instrument is ready to use for leveling jobs. When the lock bar is opened, the spring loaded compensator lock automatically cages the compensator, preparing the instrument for transit operations. As a transit, the ALT6-900 can be used for shooting vertical angles up to 45 degrees or plumbing vertical lines.

For further information, contact E. Gustav Malm, division manager, David White Instruments, 16288 Megal Drive, Menomonee Falls, WI 53051.

TOUGH KNEE PADS

The McGuire-Nicholas Company has announced the introduction of the new Poly Shield* knee pad.

The model #344 Poly Shield* hard shell knee pad, along with its companion model #345 Soft Cushion knee pad are designed for the professional. Both products are constructed of tough Cordura, which is fully stitched for optimum durability. These pads are also more comfortable because of their thick foam rubber cushion and wide elastic straps.

For further information contact: Alan L. Karraker, McGuire-Nicholas Company, Inc., 2331 Tubeway Avenue, Commerce, CA 90040, 213/722-6961.

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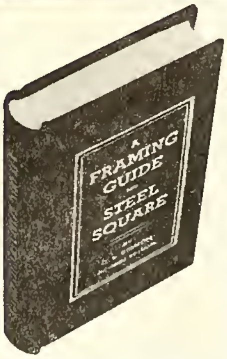

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The road ahead as I see it upon taking office

We have much to gain by working together in these troubled '80s

A month ago, as it was reported in your February edition of *Carpenter*, I took the oath of office as your general president. Physically speaking, it was just a matter of moving into the next office on the fourth floor of our General Offices in Washington. Mentally and emotionally speaking, it's much more. I take on my new duties with a feeling of pride and a feeling of heavy responsibility. There is also a sense of challenge for me and, I hope, for every member of the United Brotherhood.

We've been running and winning relay races in our union, generation after generation, starting with the installation of our first general president, Gabriel Edmonston, in 1881 and running through ten decades, passing the staff of office from each general officer to the next, ever struggling toward our common goals of fair play and progress in our work and in our lives.

In the 106 years that we have been a union there have been 18 general presidents who have picked up the challenges. I'm number 19. Administration after administration, it has been an orderly succession. Each general officer has served his apprenticeship in several administrative offices. It's a system which has stood us well for more than a century.

Our basic training manual in each case is the Constitution and Laws drawn up by our founders at their first convention and amended by 34 succeeding conventions. Our plans and specifications are the platform adopted by our founders in Chicago in 1881. This is what it stated:

"We must form a union broad enough to embrace every carpenter and joiner in the land . . . one that will protect every man in his labor and in his wages . . . The object of our organization is to rescue our trade from its low estate and raise ourselves to that position in society which we as mechanics are justly entitled, and to place ourselves on a foundation sufficiently strong to secure us from further encroachments; and to elevate the moral, social and intellectual condition of every carpenter in the country. To the consumation of so desirable an object we hereby pledge ourselves to work unceasingly."

Let's look at this platform and see how it applies to my stewardship and our joint efforts in the months ahead:

"*A union broad enough to embrace every carpenter and joiner in the land.*"—Right at the start, let's look at this phrase honestly and candidly. We do *not* at the present time embrace every carpenter, joiner, millwright, cabinetmaker, lather, commercial diver, floor coverer, piledriver or allied worker in the land. Today, because of the recession of the early 1980s, because of state right-to-work laws, because of the continuing inroads of antiunion groups, we don't—in many cases—even represent a majority of the workers in some of these categories. We have become particularly weak in membership among the residential housing workers, an area of the construction industry which once nourished the roots of our organization.

As we consider this situation, there is no sense placing blame anywhere. For one reason or another, the condition exists.

The good news, as they say, is that we can do something about it. We have members and local affiliates in every state of the United States and every province of Canada. We have members in Puerto Rico, and we have members in the Yukon Territory astride the Arctic Circle. I doubt if there is a central labor body in North America which doesn't have a delegate from the United Brotherhood in attendance or in some administrative office. We are the largest building trades union in the North American labor movement, and we have the potential for being the largest in other categories. The non-union workers in our jurisdiction are out there, and it is our common goal to bring them into the year-round program of the United Brotherhood.

Our UBC platform also tells us that *we must "protect every man (woman) in his (her) labor and in his (her) wages.*" We are carrying out this mandate in many ways, and I would like to see us extend these protections wherever possible. We now protect income levels by maintaining complete records of prevailing wages under the Davis-Bacon Law. We protect you and your fellow workers as best we can by monitoring health and safety regulations and federal and state agencies assigned to protect workers on the job. We add another protection when we participate in, or lead fights for, state, provincial and federal legislation affecting jobs and the economy. We strive to expand pension coverage to every member. We fight ill-conceived plant closings, and we work with management of domestic companies to overcome the unfair trade advantage of cheap goods from overseas. We also protect members from the unfair labor practices of employers through the work of our legal staff.

We must "*place ourselves on a foundation sufficiently strong to secure us from further encroachments*," the UBC platform also states. To me this means we must fight the continued encroachments of the merit shop, "right to work" laws, anti-labor laws and every other activity which denies union members and workers in general their democratic right to a decent wage and fair working conditions. This would also mean that we fight to outlaw the "double breasted" fraud now practiced in industry whereby construction contractors use non-union fronts to underbid legitimate union contractors and their own union employees.

I would also define "encroachments" to include attempts by other unions to move into our work jurisdictions, when the appropriate division of labor is clearly defined by international agreements. In the early days the carpenter was "the master builder," the indispensible craftsman. Changes in technology and increased urbanization have made the construction industry more and more complex. Consequently, we must examine new products and new technology almost constantly to make sure that work which is ours will continue to be ours in the future.

We are making our "*foundation sufficiently strong*," as it says in the UBC platform, by consolidating our forces, streamlining our field work, merging weak affiliates with strong, increasing our educational activities and using our financial resources wisely. Your dues money and the dues money of the more than 600,000 other members of the United Brotherhood help to maintain our position as one of the largest and most respected trade unions in North America.

The Constitution and Laws says in Section 10 G that, as your general president, I must "supervise the interest of the entire United Brotherhood and perform such other duties as the Constitution and Laws of the United Brotherhood may require." I see that as a tremendous responsibility and a moral obligation, but I also see it as an opportunity to work with some of the finest men and women in the North American labor movement for our common betterment.

We don't have employee suggestion boxes like you'll find in many industrial plants, but we do have local union meetings and we do have other forums where your voice will be heard and your opinions can be expressed. I urge you to become an *active* union member in the months ahead. It's only when we all pull together that we achieve our common goals.

Sigurd Lucassen

SIGURD LUCASSEN
General President

THE CARPENTER
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UNION YES ✓

AMERICAN FEDERATION OF LABOR ★ AFL-CIO ★ CONGRESS OF INDUSTRIAL ORGANIZATIONS

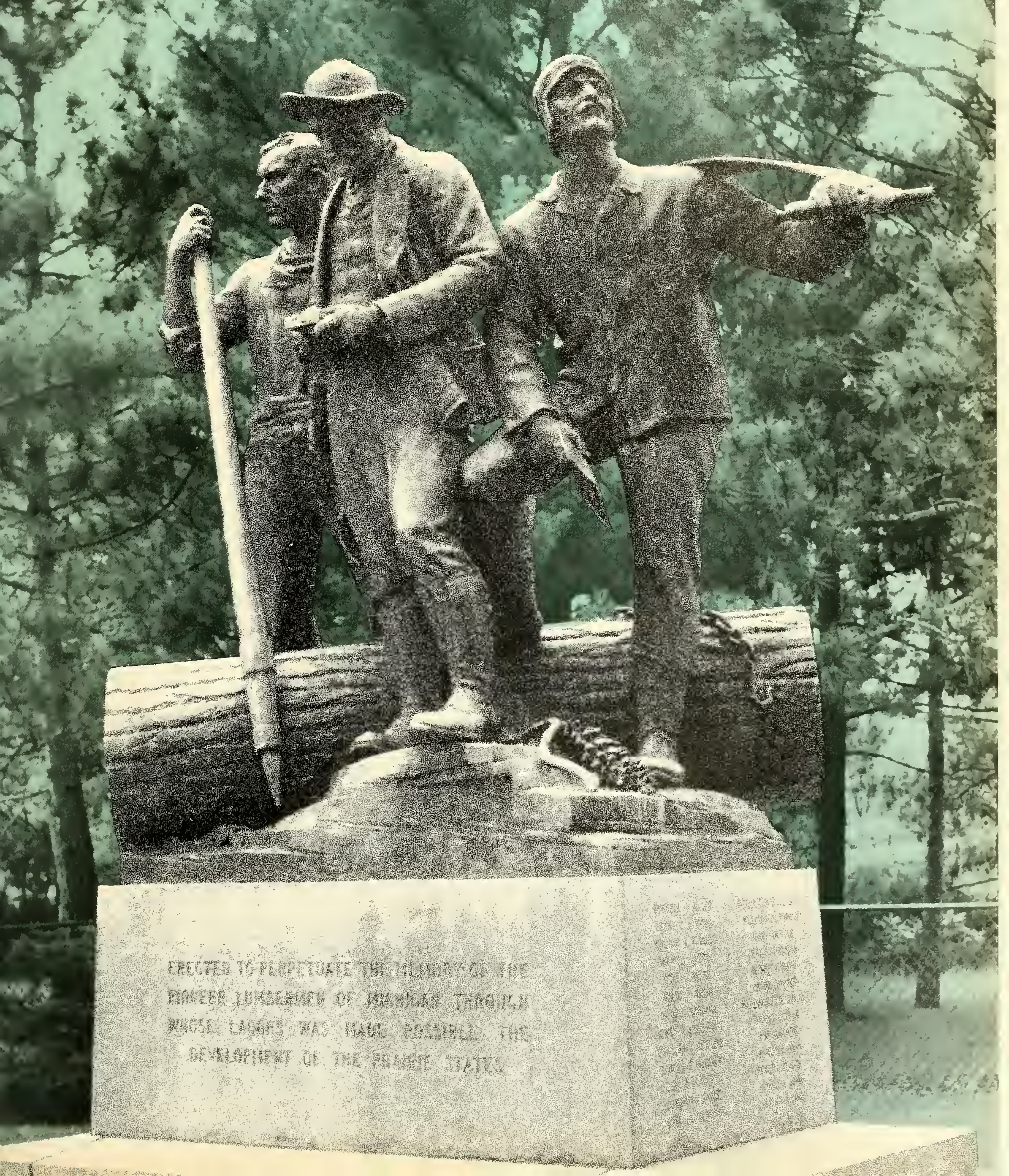
This is the year we'll be telling America what unions mean to the workplace, to families, and communities. "UNION YES" is the simple, powerful slogan of the AFL-CIO's $13 million advertising campaign on television and radio. "UNION YES" will make it clear that unions are attracting a new generation of workers. "UNION YES" will show how unions are vital to our society—by providing a voice on the job, and by addressing issues that are crucial to all Americans. This exciting campaign will be made even more powerful with your active, enthusiastic support. As an individual member, you can carry the message of "UNION YES" to friends and family, to other union members, to unorganized workers—even to the news media. America needs unions to get moving again. So let's talk up "UNION YES"—so that everyone will be able to get the message:

April 1988

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881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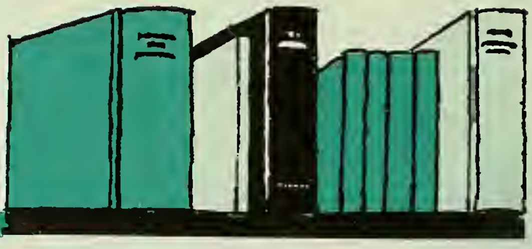

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In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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NOTE: Filling out this coupon and mailing it to the CARPENTER only corrects your mailing address for the magazine. It does not advise your own local union of your address change. You must also notify your local union . . . by some other method.

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CARPENTER

ISSN 0008–6843

VOLUME 108 No. 4 APRIL 1988

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

The Wolverine State of Michigan extends out into the Great Lakes as two huge peninsulas of forested land. More than 19 million acres of woodland extend upward toward Ontario from green tableland in the south to low, rolling hills in the north.

Once inhabited by Algonquian-speaking Indians, it was later a haven for fur traders and French missionaries. Eventually, lumberman moved into the Upper Peninsula to harvest timber from the primeval forest.

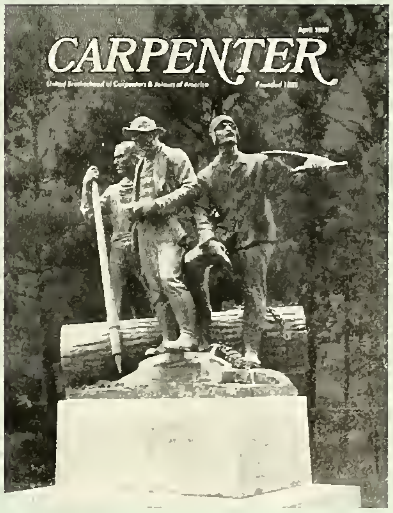
Today, a small park on the shores of Lake Huron, along Michigan's east coast, pays tribute to the memory of early Michigan lumbermen. It overlooks the Au Sable River in Iosco county, 16 miles northwest of Tawas City and north of Saginaw Bay.

The inscription on the monument states: "Erected to perpetuate the memory of the pioneer lumbermen of Michigan through whose labors was made possible the development of the prairie states."

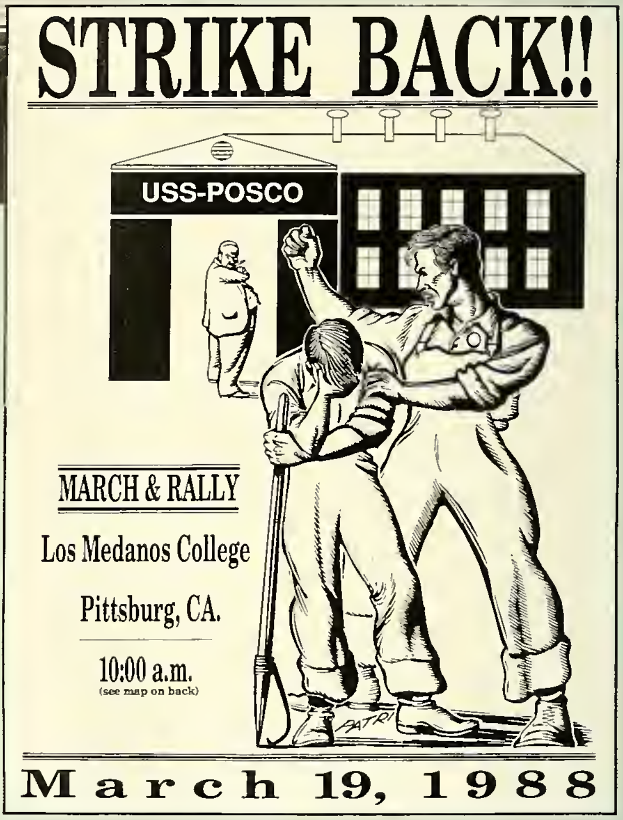
The United Brotherhood has had long and historic ties to Michigan's lumber and forest products industry. William L. Hutcheson, 14th general president of the UBC and one of its most dynamic leaders, was born in 1874 in Bay City, Mich., about 60 miles south of the memorial. Hutcheson worked in local sawmills in his youth, later becoming a carpenter and a member of Local 334, Saginaw. He did much to bring union representation to Michigan lumber and sawmill workers in the early days of this century.

Now the UBC's newly-formed Great Lakes Industrial Council hopes to continue his pioneering work in the years ahead.—*Michigan Tourist Council photograph.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



Some BE & K workers walked off the job in California and joined the informational picketers passing out handbills. As time passes, more and more workers are joining the continent-wide campaign to bring fair wages and working conditions to the BE & K construction sites.



STRIKE BACK!!

USS-POSCO

MARCH & RALLY

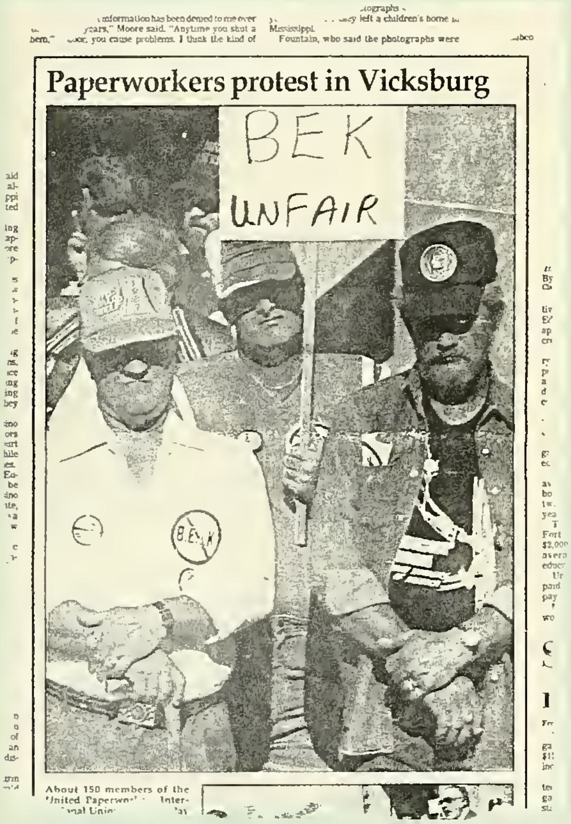
Los Medanos College

Pittsburg, CA.

10:00 a.m.
(see map on back)

March 19, 1988

A handbill distributed in the Pittsburg, Calif., area and in the Bay area further south brought many supporters to the march and rally at Los Medanos College.



Paperworkers protest in Vicksburg

BEK
UNFAIR
BE&K

About 150 members of the

The Clarion-Ledger of Jackson, Miss., reported on its front page, March 2, the large turnout for UPIA's caravan rally in Vicksburg, Miss. International Paper employs 2,000 in the state.

UBC Representative Everett Sullivan and United Paperworkers Representative Bob Smith distribute handbills at Westvaco's mill in Covington, Va.

UBC members throughout North America rally to protest BE&K, IP union busting

Currently, the Brotherhood has campaigns implemented by local affiliates against BE&K in 25 cities throughout the United States and Canada.

In addition to the actions on the local level, activities on the national level include attending the annual shareholder meeting of companies that are interlocked with BE&K, conducting a rally at BE&K's headquarters in Birmingham and handbilling and picketing various events sponsored and attended by BE&K and its management.

Over the past several months the United Paperworkers International Union and their local affiliates have joined forces with the Brotherhood in the fight against BE&K. The strong solidarity has proven to be very effective in our effort to confront BE&K at every location throughout the country where its non-union crews are working.

Thousands protest USS-POSCO project

Building Tradesmen in the Contra Costa County, Calif., area continue to bring their fight against BE&K and the USX Corporation to the public. Democratic presidential candidate Jesse Jackson, along with the president of the California Labor Federation, Jack Henning, and the president of the ILWU, James Herman, addressed thousands of union members and their supporters at a rally held at Los Medanos College. The rally was held in protest of USX's decision to use BE&K for its $350 million USS-POSCO project in Pittsburg, Calif. In addition, UPIU representatives from Local 14 in Jay, Maine, addressed the rally and described the role BE&K has played in helping International Paper destroy fair wages and benefit standards. BE&K employees have been running IP's mill in Jay, where 1200 members of Local 14 have been on strike since June 1987.

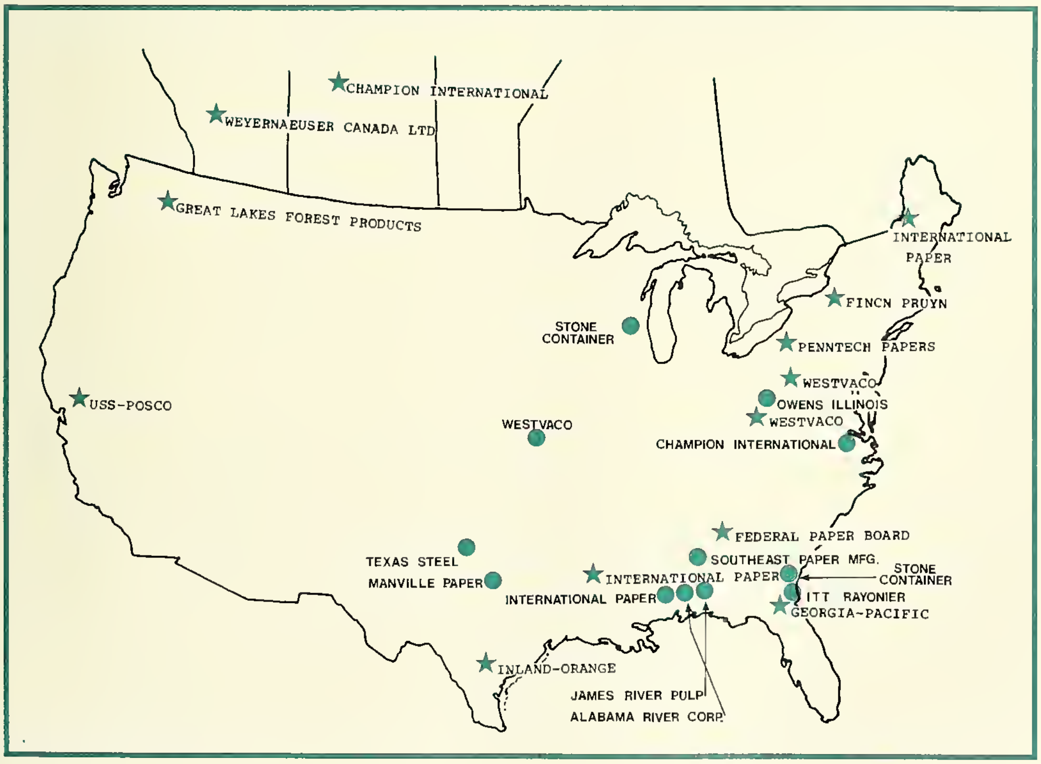
Serious health and safety problems continue to plague the USS-POSCO project. After the most recent accident that seriously injured two workers, several construction workers walked off the job and conducted handbilling outside the plant warning of the safety problems. The latest accident follows the deaths of two BE&K employees on the job. Federal OSHA investigators have initiated a full scale investigation of the project.

Union members form Southern caravan

BE&K has become a target of the Paperworkers' caravan which is crisscrossing the South to inform communities of the threat imposed by BE&K and International Paper. Paperworkers and Building Tradesmen have rallied in over 20 cities to call attention to the union-busting activities of these two companies.

UBC International Representative Dick Bowling is traveling with a caravan of approximately 30 union members, which has been established to cover the southern region of the country. The caravan started its activities in Mobile, Ala., where BE&K is providing strikebreaking services to IP, enabling the company to lock out 1200 Paperworkers. From Mobile, they have traveled over the past few weeks to pulp and paper mills throughout Alabama, Mississippi, Arkansas and Louisiana.

"In mill towns throughout the South, Building Tradesmen and Paperworkers are uniting to fight the threat to fair work and living standards posed by BE&K," noted Representative Bowling.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INTERNATIONAL PAPER
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INLAND-ORANGE
JAMES RIVER PULP
ALABAMA RIVER CORP

The stars in the map at left indicate mill sites where UBC members initiated anti-BE & K activities last month. The dots indicate additional mill sites facing demonstrations this month. Several Building Trades unions are supporting the effort to alert the public and industry to BE & K's continued anti-union stance.

Washington Report

NEW HOBBS ACT MOVE

Every Congress since 1976 has rejected efforts by anti-union senators and representatives to subject workers to federal extortion penalties by amending the Hobbs Act. Labor is working to ensure that the 100th Congress does so as well.

In February, Senator Strom Thurmond (R-S.C.) introduced legislation that would repeal the Supreme Court's 1973 *Enmons* decision, which protected striking workers from prosecution under the Hobbs Act.

The Hobbs Act is an amendment to the federal Anti-Racketeering Act of 1934, which prohibits the taking of another person's money or property through illegal means. Passed in 1946, the Hobbs Act closed a federal loophole that hampered prosecution of certain types of criminal activities.

Thurmond's bill (S.2036) would make union violence or the threat of union violence during a labor dispute a federal crime under provisions of the Hobbs Act. The bill would not, however, subject employers to the same federal prosecution statute—even if they committed the same offense.

In 1973, the Supreme Court ruled that activities to achieve legitimate union objectives, such as higher wages, do not constitute extortion as defined by the Hobbs Act. Ever since that ruling, opponents have sought to overturn that decision.

Clearly, the intent of S.2036 supporters is to give employers more leverage to harass union workers engaged in legitimate labor disputes.

Moreover, the legislation is unnecessary. Under current law, no labor member or official is immune to state or local prosecution if he/she commits an illegal act during a labor dispute.

TROUBLE IN THE SKIES

If you think the friendly skies are getting more dangerous, you're right. The National Transportation Safety Board says that U.S. airlines flying scheduled flights in large aircraft had more accidents last year than in the previous 13 years. Four major crashes that killed 231 people occurred in 1987. Even President Reagan, who started off his presidency by busting the Air Traffic Controllers' union, had a near miss in Air Force One.

FEW JOBLESS GET BENEFITS

Only about one-quarter of the nation's jobless received unemployment insurance benefits last winter, leaving 5.1 million people without work or benefits, a private research group says.

"This is the lowest it's ever been since they started keeping statistics on the program" in 1955, Isaac Shapiro, senior research analyst for the Center on Budget and Policy Priorities, said.

The center is a politically moderate organization that studies the impact of state and federal policies on low- and moderate-income people.

Only 25.4% of the jobless received unemployment insurance benefits in October. The remaining 74.6% did not, the center found in its study, based on Labor Department statistics.

The previous recorded low for those receiving benefits was 25.8% and occurred in October 1985, the center said in the study.

Carolyn Golding, director of unemployment insurance for the Labor Department, said she was not surprised by the center's findings.

"It is true that a significant number of people . . . don't qualify for insurance because they've not worked. For example, youth coming out of high school," she said. "The same would be true for people who have been out of work for a long time—housewives returning to the job market, people who have exhausted their benefits without finding a new job."

DOUBLE-DIGIT STATES

Despite over-the-year job gains, unemployment remained at high levels during 1987 in several regions of the nation—the Midwest, South Central, Southwest, Rocky Mountains and Pacific Northwest, according to the Labor Department.

States that continued to average double-digit jobless rates in 1987 were Louisiana, 12.0%; Alaska and West Virginia, 10.8%; and Mississippi, 10.2%.

Seven states had average jobless rates in 1987 between 8.0% and 9.9%, while 15 reported average jobless rates ranging from 6.0% to 7.9%. New Hampshire continued to have the lowest average jobless rate at 2.5%.

States with jobless rates that increased over the year were Colorado, up from 7.4% in 1986 to 7.7% in 1987; Minnesota, up from 5.3% to 5.4%; Missouri, up from 6.1% to 6.3%; Nevada, up from 6.0% to 6.3%; and Utah, up from 6.0% to 6.4%. Alaska's rate was unchanged at 10.8%.

CAPITOL'S WEST FRONT

The AFL-CIO Building and Construction Trades affiliates have good reason to toot their horns.

"The Builders," the department publication, reported that the union construction workers who restored the crumbling west face of the U.S. Capitol finished the huge project nine months ahead of time and $20 million under budget.

The all-union crews stripped 35 coats of paint, inserted 7,000 feet of steel rods and molded new limestone blocks to replace some of the 170-year-old originals.

Lake States industrial locals meet to explore multi-state council

Cost Savings and Benefits for Members Listed

UBC industrial local unions from throughout the Midwestern States met in Elgin, Ill., recently to take a hard look at setting up an area-wide council.

The March 27-28 meeting drew nearly 200 people from Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Ohio and Wisconsin. The turnout was even higher than expected, with some locals bringing full carloads of delegates.

The area-wide council, being called the Great Lakes Regional Industrial Council, is intended to give greater collective bargaining strength to locals throughout the region. It will also make it possible to negotiate and deliver improved health care and pension benefits which are more cost effective than many of the plans presently in place.

Charley Bell, executive secretary of the Indiana Industrial Council and president of the infant Great Lakes Council, welcomed the delegates by saying, "This council will change your lives. It is in the strongest trade union tradition to unify workers to consolidate enough strength to obtain a higher standard of living, improve conditions in the mills and factories and fight off big corporations that would undercut our union."

Guest speaker Mike Draper, executive secretary, Western Council of Industrial Workers, outlined the progress achieved in the Western States through their broad-based council.

He said, "The existing wage and benefit package on the West Coast was not achieved overnight, but over a long period of time, with the support of our membership."

Draper went on to say that, "Our members believe in this system of bargaining because they've seen it work. It may not be perfect but I believe it's the best available today."

Dan Walbrun, UBC representative, gave a presentation on how a regional industrial council works and how it can be an effective force in bargaining.

"A regional council provides a structure to deal with changes taking place in US industry today. We can no longer deal with national and international corporations on a plant by plant basis, and with over 300 industrial agreements in the Midwest the time has come for coordinated and pattern bargaining," said Walburn.

"The Western Council provides us with a model for carrying out coordinated bargaining. Their health care, pension and defense funds provide a solid fundation for negotiating benefits and for defending workers' rights," concluded Walburn.

Defense Fund—The proposal for a Great Lakes Industrial Council includes the formation of a defense fund. The object of the fund would be to make regular weekly payments to members who are on strike. Walbrun said, "The ability to support members during a dispute is critical to winning strikes, and the mere existence of a defense fund sends the correct message to employers. It puts extra strength behind the unions' bargaining proposals."

Health Plan—Providing full-service health care benefits to union members is one of the most difficult challenges faced by negotiators today. Health insurance premiums are exploding each year, with increases ranging from 15% to 35%. These increases make it nearly impossible for health plans to maintain a well-rounded, comprehensive set of benefits. Benefits are being scaled down, claims are being squeezed and workers are being required to pay a higher and higher share of the premium or greater out-of-pocket expenses when visiting a doctor or hospital.

For example, a survey of 63 UBC industrial health care plans presently in effect in seven midwestern states showed that half required an employee contribution to the monthly health insurance premium.

One approach to this immense and growing problem is to establish a multi-employer health and welfare trust that can produce cost savings, eliminate employee contributions towards the monthly premium and provide a complete set of medical/surgical/hospital benefits for employees and their dependents.

Continued on Page 22

HOUSTON

Daniel Sheridan, 32, moved to Houston from Ireland in 1981 and became the 50,000th person to submit an amnesty application to the local office of the U.S. Immigration and Naturalization Service. The Houston office leads the nation in the number of applications under the program that started in May. Shown with Sheridan are Bennie Garzia and Ruben Cantu, international representatives and Sheridan's fiancee Maureen Akers.

Naturalization effort gaining momentum

Undocumented workers become legal residents

UBC local unions in South Florida, South Texas and California have been working since last summer to assist immigrants among their membership to become legal residents under the new Immigration Law. UBC representatives are assisting both community agencies and undocumented workers in completing the application step under the amnesty rule.

Houston effort

Richard R. Arispe, UBC international representative assigned to the UBC Texas Union Immigrant Assistance Project Office in Houston, Texas, assisted the 50,000th applicant for amnesty. Daniel Sheridan, the 50,000th applicant, moved to Houston from Ireland in 1981. For being the 50,000th applicant, Sheridan received gift certificates for flowers, furniture, a haircut and 25 pounds of meat. There were photographs and interviews by the media. But more importantly to Sheridan was the laminated employment card he received.

"It's the happiest moment of my life," Sheridan said after he filed his application. "It's a great country."

The Houston Legalization Center has turned out to be the busiest in the country. While other immigration of-

HOUSTON

This advertisement was run in Houston papers by the UBC Texas Union Immigrant Assistance Project Office. The purpose was to inform immigrant families of the professional assistance available to them through the union.

SERVICIOS DE
AMNISTIA

QDE Agencia Certificada por el Servicio de Inmigración

- Orientación
- Revisión de Documentos
- Copias
- Notarización de Documentos
- Representación en Inmigración
- Huellas Digitales
- Fotografías
- Traducciones

LA SIGUIENTE LISTA DE PRECIOS INCLUYE LOS SERVICIOS ARRIBA MENCIONADOS

Precio por persona......................................$75.00
Máximo por familia (Padre y Madre)......$150.00
Niños menores de 18 años (cada uno).......$15.00

Para mayor información o si desea obtener una cita para orientación, Favor de comunicarse a:

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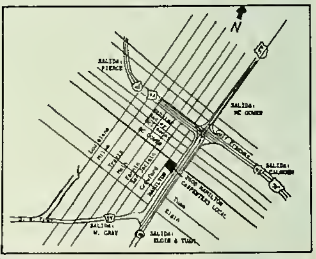
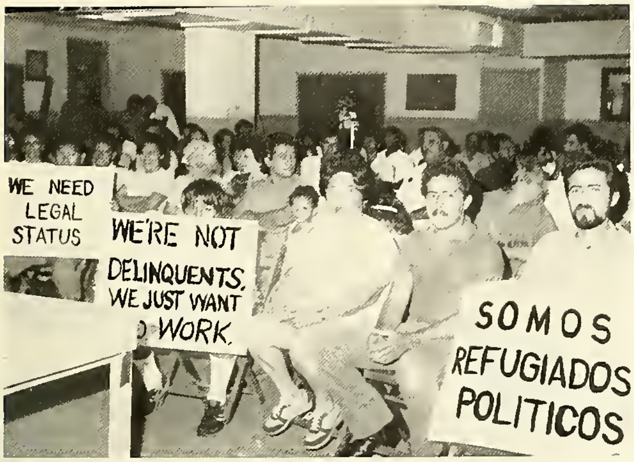


Ruben Cantu, advisor, far left, and Richard Arispe, UBC Texas Union Immigrant Assistance Project Office, far right, accompany people they have assisted with the legalization process. Kim Cosley, second from left, specializes in helping the INS authorized agencies. The four applicants pictured here are Daniel Torres, Martin Becerra, Fito Gomez and Oscar Zelaya.


WE NEED LEGAL STATUS
WE'RE NOT DELINQUENTS, WE JUST WANT TO WORK.
SOMOS REFUGIADOS POLITICOS

SOUTH FLORIDA
Approximately 500 attended a program sponsored by the LCLAA last May. The program was designed to inform immigrants on the new Amnesty Reform Law which had just taken effect. A panel was available after the showing of a videotape, "Talk to Those You Can Trust" at a program sponsored by the LCLAA in Miami, Fla., last May. UBC international representative, Jose "Pepe" Collado is addressing participants. The panel consisted of Father Frank O'Laughlin, Catholic Church; Maritza Herrera, Nicaraguan-American Association; Jack Otero, LCLAA National president; Pepe Collado, UBC Int'l. Rep. and LCLAA Dade County Chapter president speaking; Mario Diaz-Balart, representative for Mayor Xavier Suarez; Dr. Guillermo Grenier, director of the Center of Labor Research and Studies of Florida International University; and Cesar Gaitan, Nicaraguan Workers Union in Exile.

fices in Texas and around the country have resorted to giveaways, weekend hours and celebrity appearances to lure applicants in, the Houston office has already met its goal.

"We don't need to shake the bushes," said Richard Rios, director of the Houston center. "We feel we've done our homework and gotten the word out to the people."

The UBC Texas Union Immigrant Assistance Project office has helped to get the word out with advertisements such as the one shown on the previous page. The Houston office estimates they will process at least 70,000 applications before the center stops taking applications at midnight May 4.

South Florida Action

The South Florida Carpenters District Council, on the other hand, is seeing different results. Under the law, immigrants have to prove they have been in the country since 1982. Many of the immigrants in Florida have come after 1982, due to the unrest in Central America, and are not eligible for the amnesty program.

"We have been working with the community centers, although it has not had a great effect on our membership," said Jose "Pepe" Collado, UBC international representative and president of the Labor Council for Latin American Advancement in Dade County.

The LCLAA presented a program at the end of May where they showed the videotape in Spanish "Talk to Those You Can Trust." Following the video, a panel was available for a question and answer session.

Approximately 500 people attended the program. A good number of them however, were Nicaraguans, according to Collado. This group came to the United States after 1982 and aren't covered by the amnesty program.

Carpenter locals participating in the program were Locals 115, 125 and 1554, all of Miami.

Seed money in LA

To get the immigration program started in Los Angeles, several of the AFL-CIO union affiliates contributed $15,000 each as seed money. The UBC Los Angeles District Council was part of this group.

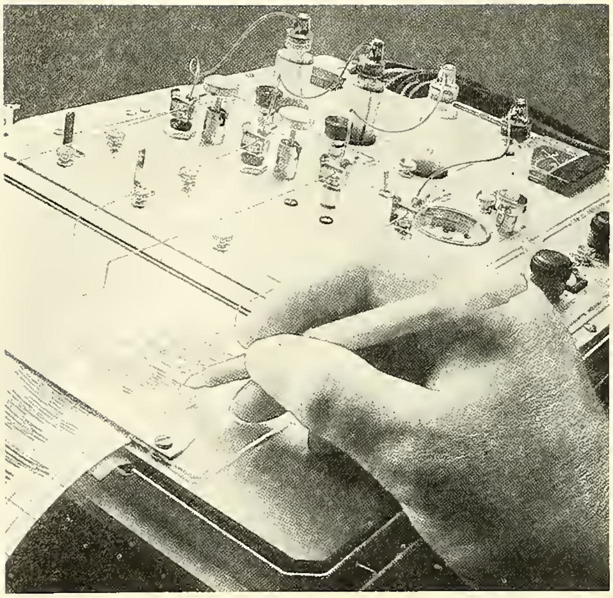
"The money was used to hire the office staff, paralegals and to get the program started. Unfortunately, we are now running out of money," said Armando Vergara, international representative, Los Angeles County District Council.

Recent figures put out by the Immigrant Assistance Project (IAP) show 5,865 clients served. The total number who were union members was 3,456.

The major problem being faced in the

Continued on Page 38

LOS ANGELES
Pablo Alvarez Salazar and Teresa Rosales Rodriguez get some advice from site supervisor Ken Smith, left, at one of five union counseling centers opened in Los Angeles. Twelve unions, including the UBC's Los Angeles District Council, have donated $250,000 for the immigrant assistance project. At far right, Armando Vergara of the LA Council, left, presented a check for $15,000 to Eernesto Medrano of the AFL-CIO Immigration Project.



The rights of thousands of workers are threatened daily by employers' forced use of polygraphs. The truth about these "lie detectors" is that they do not work. The tests are unscientific, and, if they measure anything, it is stress, not truth. Some experts believe the machines are less accurate than a coin flip!

Arkansas members lead fight against polygraph 'lie detectors' by employers

Congress takes action to outlaw the unreliable machines

They have waited almost eight years for justice, and it may take a little longer but 15 workers terminated by the Alliance Rubber Co., Hot Springs, Ark., after being forced to take polygraph tests, are still determined to get reinstated with back pay. Three other workers, who were discriminatorily fired during the union organizing campaign, have similar back pay and reinstatement rights coming. One of the 18 workers has died, but the 17 remaining employees are sticking it out, with the support of the United Brotherhood's Southern Council of Industrial Workers.

In 1980 15 of the workers were hooked up to a polygraph machine by the company, a manufacturer of rubber bands, and asked intimidating questions about their support of a union. It then dismissed them for what it termed "economic reasons."

Those fired included some of the most experienced and most productive workers.

Most of them had admitted, when hooked up to a so-called lie detector, that they were friendly to the organizing efforts of the Southern Council of Industrial Workers.

Some had merely refused to give a polygraph examiner the names of fellow workers who supported a union. But the day after the polygraph interrogations were completed, only two known union supporters were still on the payroll. Three other workers were terminated for pretextual reasons in retaliation for actual or suspected union activities.

The United Brotherhood filed unfair labor practice charges, and the NLRB clock began ticking. It's still ticking.

The case has become a horror story on the weakness of federal labor law and the NLRB's enforcement problems, as well as on the use of lie detector devices as a union-busting tactic.

Back in 1982, an NLRB administrative law judge ordered the 18 fired workers reinstated with back pay. He found the company guilty of "coercive interrogation and threats of economic reprisals" against union supporters that were "carried out by its supervisors and agents."

The company refused to comply, and requested an NLRB review.

The normally slow process of review by a three-member NLRB panel stretched out over more than five years. One reason was the constantly changing membership of the five-person labor board during the Reagan administration. At least two panels set up to review the case had to be reconstituted because of membership changes.

Finally, last September 30, an NLRB panel issued a 2-1 decision upholding the back pay and reinstatement order. Members Wilford W. Johansen and James M. Stephens supported the administrative law judge. Chairman Donald L. Dotson sided with the company, contending that there was no "proof" that the polygraph examiners who interrogated the workers were acting as "agents" of the employer.

At latest report, the company had still not complied. The NLRB will now have to obtain an enforcement order from a federal appellate court to make its decision stick. That could take a year or more—much more if company attorneys use every legal step to contest the ruling.

The facts of the case have never been in serious dispute.

The Alliance management hired a polygraph firm headed by one Robert A. Blankenship to interrogate employees at the Hot Springs plant. The purported reason was to investigate reports of employee "misconduct."

It was just coincidence, the company insists, that a union organizing campaign happened to be under way.

Administrative Law Judge Lawrence M. Cullen's decision summed up what he termed the "unrebutted" testimony:

"Blankenship inquired as to employees' knowledge of union activities, whether they had signed a card, were members of a union, attended union meetings."

He also "inquired into the identity of the union adherents and suggested names of employees who might be engaged in union activities. This questioning was sometimes followed up by statements by Blankenship that he already knew who the union adherents were so the employee ought to tell him, and that employees ought to be concerned about their own jobs."

As the majority of the NLRB panel noted when it reviewed and upheld the law judge's findings, the workers were questioned about their union views in an isolated room, hooked up to equipment measuring their physical reactions.

"Such questioning would plainly tend to chill the organizing activity," the NLRB majority noted with some understatement.

Dotson's dissent said his colleagues based their finding that the polygraph examiners had acted as agents of the employer on "inferences and assumptions that are purely speculative."

The two NLRB members in the majority retorted that there was "ample evidence" to conclude that the layoff was discriminatory and that the employer was well aware that "the sudden enforced departure of 11 out of 13 union supporters would be likely to put the brakes on an organizing campaign."

The U.S. Congress, meanwhile was considering bills to ban the use of so-called "lie detectors" by private sector employers. The House of Representatives has passed bills to outlaw the unreliable machines for two years in a row. The most recent, H.R. 1212, was passed by the House November 4.

This bill was passed after 10 hours of debate and the defeat of several weakening amendments. Forty-six Republicans joined the Democratic majority in voting in favor of H.R. 1212.

Like its House counterpart, S.1904 was recently passed by the Senate to ban most polygraph testing by private employers. This took place in a 69–27 vote. The bill bars almost all private employers from giving polygraph tests to job applicants, and it bars random or regular polygraph testing of workers after they are hired. Security guard firms are exempted, and public employees are not included.

According to the Senate bill, an employer could not require any employee to take a test. Nor could he penalize anyone for refusing to do so, as it happened in Arkansas, or take disciplinary action based solely on the tests results. A worker could only be asked to take a test if it were part of an investigation of a theft or other economic loss and the employer had "reasonable cause" to believe that the worker was concealing knowledge of the matter.

Although polygraph tests are notorious for their inaccuracy, many private employers have been using these tests to interrogate job applicants and invade the private lives of their employees. The passing of these two bills will hopefully put an end to this invasion.

AFL-CIO President Lane Kirkland applauded the Senate "in recognizing that lie detectors can be used in blatant assaults on a worker's right of privacy." He urged speedy action by House-Senate conferees in ironing out differences between the two bills "so American workers can have the protection they need."

A presidential hat filled with jobs

Reprinted from the Detroit Building Tradesman

While organized labor is on hold in endorsing a presidential candidate in order to determine a good fit for labor's agenda, there's one—pseudo-candidate—in *New York Times* columnist Tom Wicker.

Wicker, from the start, establishes that none of the presidential candidates have platforms worth the paper they're written on, so he may as well throw his hat in the ring and fill it with his own ideas on what the nation needs.

Wicker, writing on the *Detroit Free Press*'s editorial page column "Other Voices" initiates a presidential platform that "aims to put people to work rebuilding this country."

Wicker offers a very seductive package to the unemployed as well as the building trades. He suggests a massive reconstruction of the nation's infrastructure, from highway bridges and a good public transit system to sewage and water systems, and includes low-cost housing and energy-saving insulation of millions of structures along the way.

"Call that public works, if you want; that's what the Interstate Highway System was in the 1950s. Its construction, together with the spinoffs and development it produced, transformed the country.

"I call it putting people to work at decent pay, at jobs in which they can learn skills and leadership, and in which many people can become useful citizens and taxpayers. I call it a proposal to release needed new energies all across the economy."

Wicker noted that the official unemployment rate stands at 6%, but doesn't include those who've never had jobs and those who've lost jobs and have been discouraged from looking for others.

Nor does it tell you how many millions of Americans, who lost high-paying industrial jobs owing to plant failures and cutbacks, have found new jobs only in the service sector—paying less than what they used to make—or how many wives have had to take jobs to supplement their husband's income.

The obvious question on the tip of one's tongue is: How can we pay for all that?

Without missing a beat, Wicker continues. "First, for every point the unemployment rate declines, the annual federal deficit will be reduced by about $30 billion. That revenue will stem from increased tax revenues from people rejoining the work force and to falling outlays for unemployment compensation and welfare for the jobless."

Secondly, Wicker offers to cut the nation's "outsized, unfair and indefensible share of the defense costs of Japan and the European allies." America spends $150 billion annually for its general purpose forces in Europe alone, Wicker notes.

Why us, when the European Economic Community has a population larger than ours and a combined gross national product greater than ours and is "entirely capable of making good the U.S. force reductions necessary to shore up our national strength by perhaps $50 billion a year. That goes for Japan, too."

This is not a retreat from superpower responsibility, Wicker says.

"As President Eisenhower knew and acted upon, no nation can be powerful abroad if it's weak at home.

"The U.S. economy—not troops in Germany and Korea—is this country's first line of defense, and we're going to rebuild it."

Wicker does not opt for more taxes, like other candidates have. Instead he opts to investing in the economy rather than taking money out of it, with one exception. "I'll stand and fight for one new tax—on the astronomical interest cost of loans to promote unproductive mergers, takeovers and buyouts."

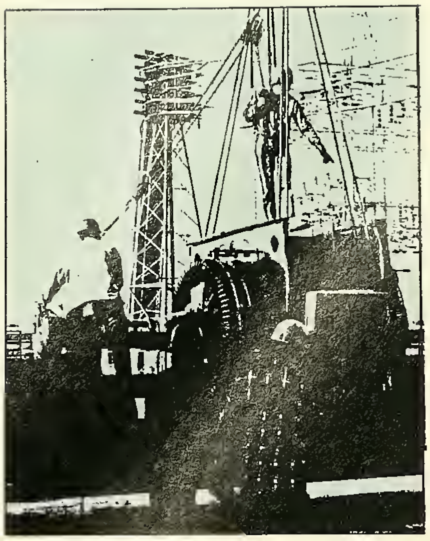
In conclusion, Wicker envisions new technologies and means of communication to make this more than ever an interdependent world.

"As president, I intend to lead the nation toward global cooperation on population control, preserving the environment, feeding the poor—above all on sensible and necessary economic planning for the well-being of mankind."

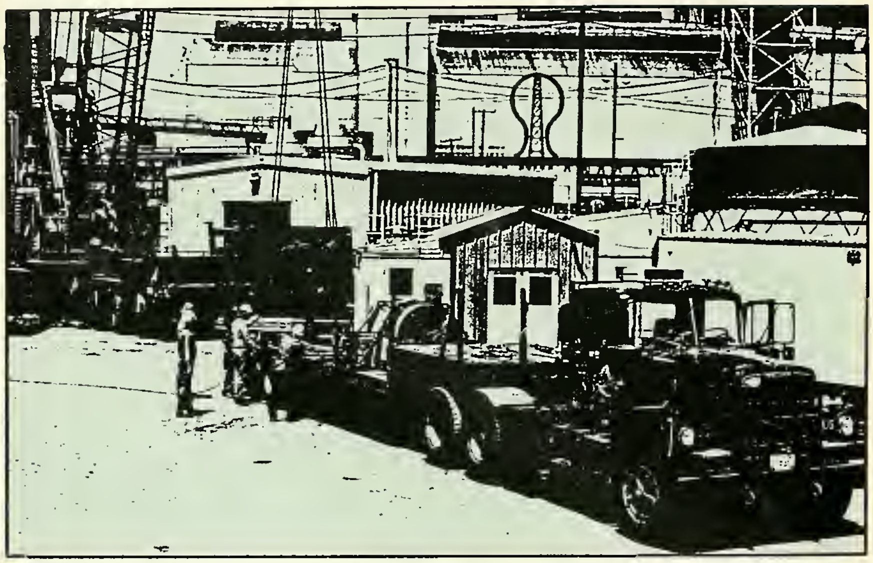
Appropriately, the article's headline read: "Here's a platform you can stand on"—and there's a certainty that many Hardhats would stand behind such an agenda.

MILLWRIGHT JOB OF THE YEAR

Norris Brothers' team extends life of Union Carbide's Linde Division oxygen plant



All three motors were hoisted and trucked away. Compressors were torn down and inspected for worn and/or failed parts.



Weight was a major criterion in selection of a crane. Positioning of the crane would also be delicate. Because of nearby 13,800 V powerlines, the crane's site of operation was limited to one area.

The *Transportation Engineer*, official publication of the Specialized Carriers and Rigging Association, selected it as "The Millwright Job of the Year."

It was a contract between Union Carbide's Linde Division and Norris Brothers Co. Inc. of Cleveland, Ohio, to extend the life of Linde's oxygen plant at a USX steel mill in Lorain, Ohio. Norris Brothers was to remove and inspect all machinery used for the production and distribution of various gases used in the steel-making process.

And we're talking heavy work—thru compressor drive motors of 53,800 pounds each and other heavy components, a crane with 140 feet of boom, a super-clean installation for the oxygen flow and safety precautions all along the way.

It was an all-union job by members of Millwrights Local 1871 of Cleveland—a crew of 16 men working on a single shift basis, which included four of Norris Brothers' fulltime supervisors, one at each main work front. The supervisors were responsible for collecting data throughout the job and working with the project manager and the Linde maintenance superintendent to insure proper rebuilding of the machinery once it was dismantled.

Formal planning for the project began about six months before the start of the job. A primary concern was safety—hard hats, safety glasses, hearing protection, no smoking and all work fronts would be monitored by a hazardous work permit or "red ball." Specific safety requirements such as safety belts and entry into closed vessels were to be worked out at daily safety discussions once the job got under way.

The three compressor drive motors would require the services of a fairly large mobile crane. Thus, a second objective identified during planning was for the selection, by Norris Brothers, of the most suitable crane and the best lifting method for the removal of the motors. These would then be trucked to a motor service shop for electrical maintenance.

The keeping of proper records during disassembly of the machinery would allow technical analysis of the conditions found to be provided. Recommendations for improvements that would lead to increased machine availability were invited, including the interpretation of bearing wear patterns, the examination of gear tooth mesh patterns, analysis of coupling alignment in the 'as-found' condition and a review of the need for possible improved realignment.

No firm completion date or man-hour estimate was made because the amount of repair of the machinery necessary would not be known until the teardown was completed, so only anticipated estimates of man-hours to perform the work were practical in this situation.

Weight was a major limiting factor in selecting the most appropriate crane for the job—especially in respect of the Base Load Air Compressor (BLAC) motor. The crane's working radius would also be large since Norris did not want to swing the hoisted motor over the other plant which was in operation.

Positioning of the crane would also be delicate. Because of nearby 13,800V power lines the crane's site of operations would be limited to one area. Boom length was the limiting factor as far as the other large motors (the Booster Air Compressor—BAC—and the Base Load Oxygen Compressor—BLOC—motors) were concerned.

It was decided after researching available cranes in the greater Cleveland area that a Manitowoc 3900T Series II crane with 140 feet (42.8m) of boom would cover the lifting requirements of all three motors.

Details of the parameters of the lift were also recorded. In order to place the crane at a 54 foot (16.5m) radius to pick the 10,000hp motor, counterweight swing clearance was compromised. This required Norris to design and erect a temporary bridge on which to land the 53,800 pound motor. Then the crane was repositioned where it could pick the motor and swing to the carry-all for transporting to the motor repair shop. A second repositioning put the crane in the right spot to pick the other two motors, after which they could be removed and loaded on a truck.

All three motors were hoisted and trucked away on July 18, 1986. Compressors were torn down and inspected for worn or failed parts, while records on 'as-found' clearances were kept. As each machine was reassembled, new clearances were recorded.

All assembly clearances were kept within the manufacturer's specifications, and each of Norris Brothers' supervisors kept notes throughout the course of the job. All data was assembled in a Turnaround Inspection Report by the project manager at the end of the job and submitted to the Linde maintenance superintendent.

Norris personnel fit new bearings to the compressor shafts by working with Linde's machine shop for final precisions fits. Bear-

Continued on Page 24

Brotherhood leaders met with leaders of the Paperworkers union at the UBC General Offices in Washington to plan initial activities. Plans for "BE & K Alert" were announced, as both unions "turn up the heat."

United Brotherhood and International Paperworkers schedule joint efforts in forest products industry

Solidarity committee formed

The United Brotherhood of Carpenters and the United Paperworkers Union announced March 24 the formation of a solidarity committee to carry out joint programs in the forest products industry.

General President Sigurd Lucassen said, "This represents a major step in putting together our strengths to deal with problems that are common to both unions. It has become clear during the last several years that no union alone can withstand the challenges of unwarranted corporate take-back demands, union breaking tactics and threatened mill closings with job blackmail threats. To combat this new aggressive corporate behavior unions must consolidate their strength."

Wayne Glenn, president of the United Paperworkers International Union, said, "Prolonged and bitter strikes in the paper industry have proven to us that we must form working alliances with other unions to put together the resources and programs to defend our collective bargaining contracts against powerful and greedy corporations bent on rolling wages and working standards back to the turn of the century. We are saying no to these unnecessary and unwarranted demands and backing up our statement with a concrete plan of action."

The two unions announced a "BE & K Alert" which calls on all local unions to notify the headquarters office when the construction company BE & K appears at a papermill for construction or maintenance work. BE & K is a construction company that has made it a policy to undercut union construction standards in papermill construction projects and has provided strikebreaking services to paper companies who desire to force Paperworkers out on strike so they can be replaced.

"Our two unions are turning up the heat on BE & K to make sure paper companies realize they'll have genuine problems if they try to bring in this renegade contractor to undermine decent work standards, to divide and injure communities and to replace striking paperworkers who are trying to defend hard-won contract gains," said Lucassen.

The two-union Solidarity Committee also announced they are undertaking a thorough study of forest industry employers common to the two unions and, out of this study, will develop tactics and strategies for assisting one another in major contract bargaining. Mutual assistance programs have already been carried out at Champion and Georgia-Pacific mill locations to protest unreasonable positions taken by these companies in contract negotiations. "These sorts of efforts will be escalated in the future under the direction of this Solidarity Committee," said Glenn.

"The formation of the Solidarity Committee comes at a time when both unions prepare to enter a heavy bargaining schedule in 1988 and 1989 with major forest products employers," said Lucassen. "We want the big integrated companies like Boise Cascade, Champion, Stone Container, International Paper, Georgia-Pacific and Weyerhaeuser to understand that they will no longer be permitted to separate one or two mills from the others and extract unreasonable concessions. We will have far greater strength to bargain fair and just contracts in the months and years ahead as this effort is built and strengthened," concluded Glenn.

Serving on the Committee are the presidents of the two unions and key leaders who handle and coordinate contract negotiations with the large forest products companies.

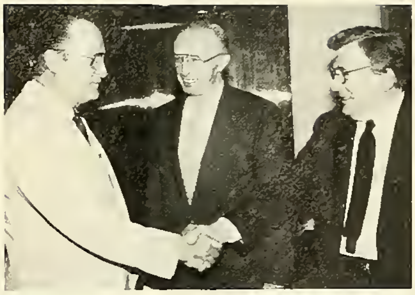
Lucassen named to labor posts; Campbell lauded

The winter meetings of the AFL-CIO executive council, held in Florida in February, were a time of transition for the UBC's retired president, Patrick J. Campbell, and its new president, Sigurd Lucassen.

Campbell retired from his posts on the AFL-CIO's top governing body and from the departmental posts he held, and Lucassen succeeded to them.

The AFL-CIO executive council adopted "a resolution of respect and admiration" for Campbell, stating in part: "The knowledge, experience and wisdom of Patrick Campbell have been invaluable to the work of this council in the fields of civil rights, housing, organizing and occupational safety and health, bringing lasting benefits to workers throughout the nation."

Lucassen was sworn in as a new council member, and he conferred with AFL-CIO President Lane Kirkland and Secretary-treasurer Tom Donahue regarding the work of the council. He was also elected to the executive council of the AFL-CIO Industrial Union Department and to the board of the Maritime Trades. He had earlier been elected to the council of general presidents of the Building and Construction Trades Department.



The president of the AFL-CIO, Lane Kirkland, right, above, and the secretary-treasurer, Tom Donahue, center, welcome General President Lucassen to the AFL-CIO executive council. At upper right, Lucassen in his first council session. At right, the general president spoke with U.S. House Speaker Jim Wright, who was a visitor to the council sessions.

Jobs with Justice rally in Portland, Oregon, on June 8

In his first official action as a council member of the AFL-CIO's Industrial Union Department, General President Lucassen announced at a IUD press conference that the UBC's Western Council of Industrial Workers will spearhead a Jobs for Justice rally in Portland, Ore., on June 8 in preparation for difficult negotiations this year in the wood products industry.

"IUD's Jobs for Justice rallies have provided workers the opportunity to take to the streets together to mobilize against those who threaten fair worker standards and the dignity of American workers." Lucassen told reporters.

Union-Industries Show

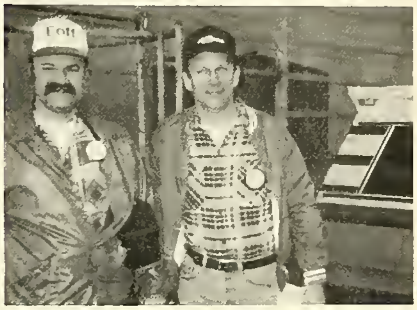
New Orleans, often called "the city that care forgot," will host the 1988 AFL-CIO Union-Industries Show, May 6–9, at the Rivergate Exhibition Center. Doors open at 1 p.m. each day and close at 10 p.m., except for the final night, when it closes at 9 p.m. Admission is free.

Button-Day action at Georgia Pacific plants

The 14,000 union members employed at Georgia-Pacific plants across North America flashed special "Just Say No!" buttons at their workplaces on February 18. The buttons—worn by Paperworkers, Woodworkers and UBC members protested the company's refusal to bargain fair labor contracts. Workers in seven G-P plants have refused to accept company demands for "takeaways"

Ernie Peters and Ron Southwick of Local 2554, Lebanon, Ore. show their buttons as they leave a G-P parking lot.

In Lewisville, Miss., members of Local 3181 and other trade unionists stood together for justice on the job.



Marvin Lomis and Chris Christensen of Local 2554, Lebanon, Ore., carry lunch boxes and button to the job.

At a G-P plant in Springfield, Ore., were Harold Grantham, Don Horn, Mel Anderson, Delores Thomas and Jerry Gorton.

Newfoundland loggers hold second stewards school

Loggers Local 2564, Grand Falls, Newfoundland, held its second annual job stewards school at the Mount Peyton Hotel in Grand Falls. With a special emphasis placed on leadership, the stewards studied a wide range of programs covering all aspects of labor relations. Representatives of the Workers Compensation Commission, Unemployment Insurance Commission and Occupational Health and Safety participated in the session. The theme for this year's school was "Workers Helping Workers to Better Their Lives."

Union members from various small plants, saw mills, woodlands and silviculture operations of Abitibi-Price mills in Grand Falls and Stephenville, as well as workers from the Corner Brook pulp and paper mill joined in the sessions. The 30 members from across the province attending the school were, front, Lindy Vincent, Pat Paul, Stan Pinksen, Bob Cooze, conductor, Frank Armstrong, Ron Langdon and Roland Hart.

Second row, Bram Flight, trustee; Monty Sullivan, warden; Walter Scott, financial secretary; William Butt, Freeman Day, recording secretary; Henry Ralph, Paul Sullivan and Rankin Pritchett.

Third row, Larry Hynes, vice president; Harold Newbury, Edmund Fudge, Joe Porter, Ed Whalen, trustee; Gonzo Gillingham, international representative; and Allan Warford.

Back row, Richard Vincent, Scott Skiffington, trustee; Wilf Warren, president; Ed Dwyer, treasurer; Calvin Gillard, Wes Loveless, Ron Hart and Chris Pike.

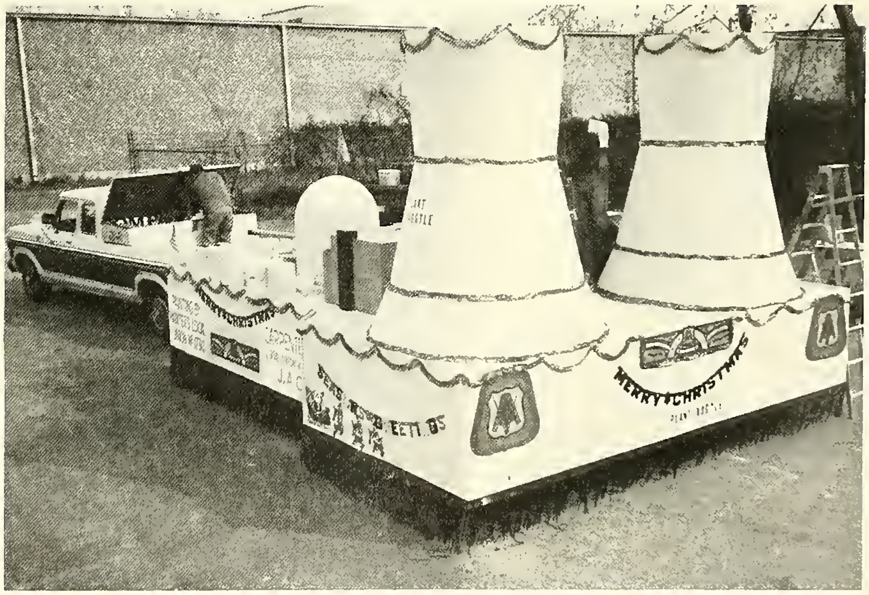
Arthur Clark's navy

Arthur Clark, member of Local 255, Bloomingburg, N.Y., has finished his last project before retiring from the Union. It is a simulated sea-going tug built on a 1976 Dodge and designed to pull a 40-foot carrier float. It will be displayed at V.F.W. 7241.

To his credit, Clark has also built a 36-foot simulated destroyer, which is at the entrance to the meeting hall of VFW 7241 at Port Jervis, N.Y.; a 40' Essex Class World War II aircraft carrier; an army tank for Milford, Pa., American Legion Post 139 which is powered by 1975 Dodge, and now the tug.

VFW 7241 recently named the tug, USS Art Clark, after its creator.

Georgia members recreate plant for float



The craftsmen that built the Georgia Power Plant Vogtle in Augusta, Ga., also built a replica of the plant last Christmas in the form of a parade float. Journeymen and apprentices of Local 283, Augusta, were joined by the Painters of Local 1730 to complete the project.

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AFL-CIO Union-Industries Show
Rivergate Exhibition Center
New Orleans, Louisiana
May 6-9, 1988

Be sure to visit the United Brotherhood's displays of crafts and industrial skills, performed by members of the UBC's New Orleans District Council.

Shop steward course in Albany, New York

Members of Local 370, Albany, N.Y., completed a three-night shop steward training course at the beginning of the year. It was conducted by John Ragule, business manager, and Kevin Thompson, UBC representative. Members attending the course included Michael Simonetta, Richard Standhard, Gary Pulsifer, Tom Mellon, Fred Bouplon, William Hilstro, Chris Martin, Charles Martin, Joseph Perrotti, Doye Stevens, Joseph Kokernal, Louis Mayone, Roy Anson, Roger Benedict, John Warnken, Bernard Hamill, Bob Shaver, Vince Nastasi, Willie Smith, Richard Hammond, Harry Reese, John Stefanik and Walter Elinski.

Amoco goes union in construction

The boycott launched against Amoco by the Northwestern Indiana Building and Construction Trades council due to a dispute over the hiring of non-union contractors was resolved in February.

The Chicago-based company assured the council that it will use only union contractors in the future, according to G. Russell Bassett, Council president. In return, organized labor agreed to call off picketing and a consumer boycott of Amoco gasoline stations. Members were reinstated at full scale by Amoco.

Local 599, Hammond, Ind., members hung signs like the one shown here, distributed flyers and passed out boycott buttons during the four-month dispute.

Both sides expressed satisfaction with the agreement, reached after several weeks of negotiations that included a joint meeting with the Indiana labor commissioner in January. Amoco said union construction workers will return to the refinery "as soon as site conditions permit."

Active union members as well as retired members participated in a rally at the Indiana state house during the boycott. This group is part of the two bus loads that went from the Hammond area for the rally.

BOYCOTT AMOCO PRODUCTS
NO TO AMOCO

Members of Local 599 went out immediately after the boycott ended to take downs signs urging people to boycott Amoco. Shown here are Merlin Zahnon, Bill Underwood, Dan Brown, Jim Hornak and Harold Busch.

Zebrowski honored on retirement

The staff representatives of the Second District honored Joseph Zebrowski, representative to the general president, on his retirement. The dinner was held at the Philadelphia Hershey Hotel. He was presented with a commemorative plaque and many gifts from his friends of the various state and district councils affiliated within the Second District.

Board member George Walish of the Second District, left, presented Zebrowski with a commemorative plaque at the retirement dinner.

Contra Costa Millwrights in action at the USS-Posco gate

Last December, the Contra Costa Building Trades, assisted by Cement Masons Local 825, Boilermakers Local 549, Millwrights Local 102 and the Bay District Council of Carpenters, passed out 500 bags of food with turkeys, 55 Christmas trees and approximately $3,000 in checks at the USS-Posco job site.

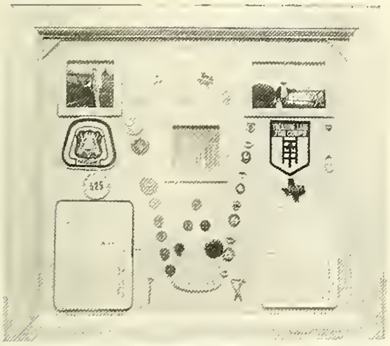
The food and money was divided among groups such as I.E. Shelter Inc. (home for the homeless), Hunger Task Force, a local Catholic church, Fishes & Loaves (a food giveaway group) and a few others.

The response was great, according to Stan Boren of Millwrights Local 102, and the streets leading to the USS Posco truck gate and AMK's non-union gate were filled with union members in need as well as the local needy as the group formed picket lines.

Santa Claus was on hand for the food giveaway. Mike Munog, Santa Claus and field representative for the United Brotherhood, handed out candy to the crowd of people.

Food was bagged and loaded into trucks the morning of the giveaway before he headed down to the site. Needy union members as well as local people showed up.

Mementos framed



John Womack of Local 977, Wichita Falls, Texas, decided that he didn't want to gather together all the pins and mementos he has collected over the past 30 years as a carpenter and 22 years as a UBC member and drop them into a box somewhere. Instead, he mounted them on red-oak plywood and surrounded them with a white-oak frame and displayed them on a wall at home. The coins represent important dates in his working life. Some memorable pictures and union books complete the picture.

For human rights

Many trade unionists joined a recent demonstration in Washington, D.C., on behalf of human rights. An estimated 200,000 marched to Capitol Hill to let the Soviets general secretary, Mikhail Gorbachev, and other world leaders know where Americans stand regarding individual freedoms. Among the marchers, carrying a United Brotherhood placard bearing the union label, was Jack Diver, assistant to the general president, center.

Make Safety a Habit!

These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.

DON'T strike one hammer with another!

DON'T strike a hatchet with a hammer!

DON'T strike a nail puller with a carpenter's hammer!

To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

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Ottawa Report

WESTERN CANADA TIDE

Tough times are facing the trade unions of Western Canada, according to John DeMont, writer for the *Financial Post.*

DeMont called the sweeping amendments to Saskatchewan's labor laws expected this month as the latest indication of this turning of the tide.

"Confronted by hard-line Conservative governments bent on privatization and keeping labor peace, Western Canada's unions are going through one of their most turbulent periods in decades," DeMont stated.

The mood in Regina is indicative of broader pressures on Western unions. The struggling West economy has made it tough for labor to make much headway at the bargaining table, particularly in an aggressively right-wing environment.

"The political pendulum has swung back decisively to the right in British Columbia and Saskatchewan," says John Crispo, University of Toronto political economist. "In Alberta, things have just continued to move further to the right."

Saskatchewan's unions also feel threatened by Premier Grant Devine's sweeping privatization plans.

Manitoba, with an NDP government, is not only the one Western province where labor isn't under fire, but also the first jurisdiction in North America to allow all unionized workers access to "final offer selection"—a system designed to enhance the labor climate.

TO SAVE JOBS AT NESTLE

Representatives of 12 U.S., Canadian and international labor organizations mapped out a common strategy in an attempt to ensure labor input into restructuring plans by the Swiss-based multinational company, Nestle.

The labor groups are protesting Nestle's reorganization program, called NOVA. A spokesperson for the Nestle Labor Council said Nestle officials are using NOVA to evaluate management and bargaining unit jobs for possible elimination, but have refused to include unions in the evaluation process.

The company, one of the largest food manufacturers in the world, has thus far refused to provide unions with information on possible job losses and company restructuring plans.

THINK TANK THREATENED

A deep split between labor and business is threatening the future of a controversial think tank funded by the federal government—the Canadian Labor Market and Productivity Centre, a joint labor-business research and policy center started in 1984.

John Fryer, president of the 273,000-member National Union of Provincial Government Employees, resigned recently as a director of the Ottawa-based CLMPC. He says other labor directors are threatening to follow suit, putting the centre's future in doubt.

"Symbolically, its demise would be a great blow to industrial relations," says Prudeep Kumar, associate director of the Labor Relations Centre at Queen's University.

"This is the first time that labor and business have really gotten together in any sort of a national forum."

Fryer's departure from that forum came after a stormy confrontation between the labor and business factions on the CLMPC's 24-member board.

The issue was minor: a $25,000 study of the impact of government privatization programs on jobs, wages and service to the public. The study had been proposed by Fryer and supported by his labor colleagues.

The labor group, however, was shocked when the business faction refused to endorse the study.

PRODUCTIVITY FALLS BACK

Canada has fallen further behind its trading partners in productivity growth, figures released by the U.S. Bureau of Labor Statistics show.

Between 1977 and 1986, Canada's manufacturing sector recorded the slowest productivity growth among the major 12 developed nations, according to the U.S. statistics. Canada was the only nation to experience a loss of productivity in 1986.

Only British workers are less productive than Canadian workers who, along with Italian workers, are tied for second-last place. But, British and Italian productivity growth is racing ahead of Canada's.

Although figures for 1987 won't be prepared for nearly another year, Robert Denommé, chief economist for the Canadian Manufacturers' Association, says he doubts Canada's relative performance improved in the past year. "In 1987, we basically held our ground—at best."

DON'T DEREGULATE RAILS

Transportation-Communications Union President Richard I. Kilroy warned Canadian labor, business and government leaders to beware of rail deregulation proposals that would inflict Canada's rail systems with the same "safety hazards, job losses, bankruptcies, corporate concentration, unfair pricing and union-bashing" as in the United States. Addressing the Canadian Western Transportation Advisory Council, Kilroy said that U.S. deregulation "has all but invalidated the social and economic goals which government, labor and industry worked so diligently to achieve for nearly a century of regulation."

US and Canadian labor both reject Reagan-Mulroney 'Free Trade' Pact

A so-called free trade pact between the U.S. and Canada, signed by President Ronald Reagan and Canadian Prime Minister Brian Mulroney on January 2, appears to be pleasing no one in either the United States or Canadian labor movements.

The AFL-CIO recently called upon the U.S. Congress to reject the trade agreement outright, warning that the pact will do little to solve serious trade problems between the nations and may actually make some of them worse.

Both labor movements agree that governments must play a positive role in managing trade relations between the two countries, and they reject the notion that "market forces" alone will promote economic growth and equity.

The AFL-CIO executive council at its recent quarterly meeting stated that the free trade approach does not address the huge U.S. deficit in trade with Canada, nor the large exchange rate differential. The council said it objected to provisions that would set up separate procedures for U.S.-Canadian trade, maintain Canadian tariff advantages for 10 years, open U.S. government procurement to Canadian bidding, permit continued Canadian protection of its industries, reduce U.S. energy independence by permitting the export of 50,000 barrels a day of Alaskan oil and banning controls on the import or export of electrical power, retain favorable treatment in the auto trade for Canada and disadvantage certain U.S. mineral industries.

Many Canadians, on the other hand, contend that the agreement would disrupt the Canadian job market at a time when unemployment is still a major concern. Meanwhile, there is statistical confusion as to the long-range effects of the pact. A Canadian Finance Department spokesman stated in Toronto that the agreement would produce a net increase of 120,000 jobs in Canada by the end of 1993.

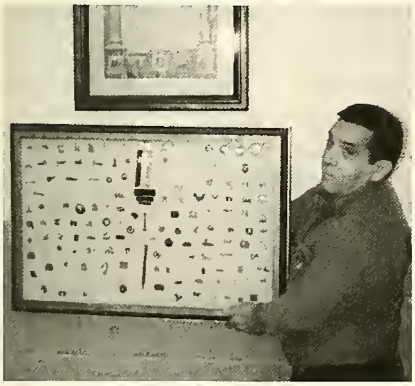
"The 120,000 assumes that the jobs will be added to whatever the level of economic activity will be at the time," Finance Minister Michael Wilson predicted. A Finance Department study contends that free trade will ultimately generate an increase of at least 2.5% in the real income of Canadians, flowing from lower consumer prices, increased capital investment by business and improved competitiveness and productivity in the domestic economy.

The Canadian Centre for Policy Alternatives worries, however, about the actions which might be taken by multinational corporations under free-trade conditions. A centre publication states that "American multinationals are shifting capitals and jobs from one country to another, depending upon where the highest profits can be reaped.

"The only control Canada has over these global corporations is its ability to enact laws and regulations within its own borders that they must observe," the centre publication observes. "To do business in Canada, for example, they must allow unions to organize their workers, they must pay their share of unemployment insurance premiums, they must curb their emissions of toxic waste and absorb other costs that they would rather avoid . . . The multinational corporations want to be completely free to pursue profits across national boundaries and to keep their costs to a minimum. That means, in their terms, freedom to pay their workers as little as possible, freedom to lower health and safety standards and freedom to bring working conditions down to the lowest common global denominator."

For these and other reasons, union leaders on both sides of the border urge their respective governments not to rush into acceptance of the Reagan-Mulroney pact for political expediencies, but to work out a comprehensive trade plan which brings benefits to the citizens of both nations.

Pin collection



The collection, above, is of union pins collected by Robert "Shorty" Wilson Sr., Local 283, Augusta, Ga. Contained in the handcrafted frame are 148 pins from local unions all across America and Canada which he picked up through trading and buying at the 35th General Convention in Toronto, Canada. The collection hangs in the union hall for members to enjoy.

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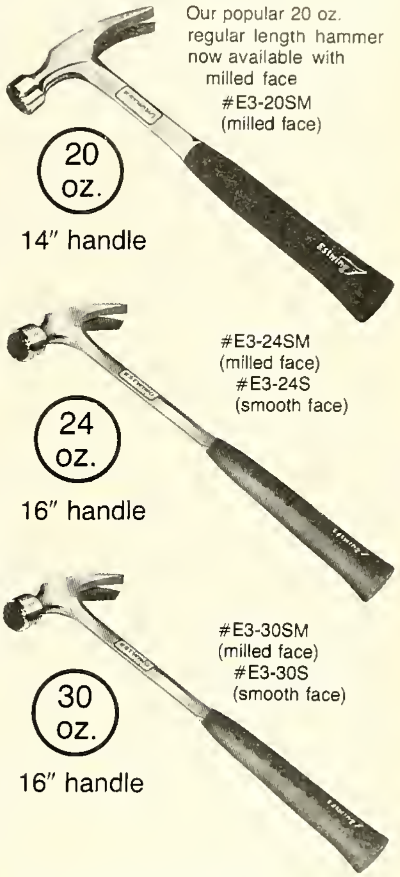

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CLIC Report

Workers' bargaining rights unprotected by labor laws

The nation's labor laws provide little help for workers against employers' legal and illegal tactics to circumvent collective bargaining agreements.

That was the message carried to the House Subcommittee on Labor-Management Relations by witnesses from eight unions. The hearing, chaired by Subcommittee Chairman William Clay (D-Mo.) was a continuation of earlier Senate Labor Subcommittee hearings chaired by Senator Howard M. Metzenbaum (D-Ohio).

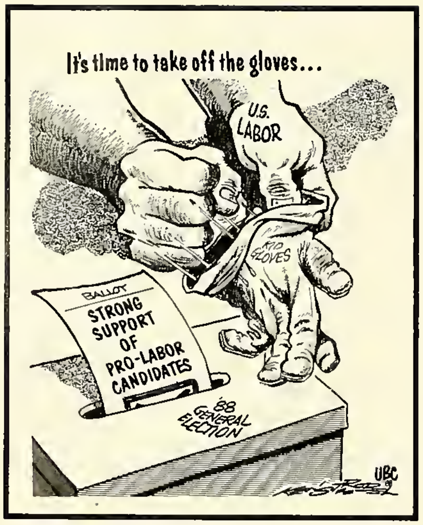
Clay said that the "law today provides little resistance to an employer who is determined to frustrate employee desires to be represented by a union."

"Not only are newly unionized employers effectively refusing to enter first time collective bargaining agreements," said Clay, "but employers are finding a variety of new ways to walk away from longstanding collective bargaining relationships."

Bettie J. Grant, a member of Food and Commercial Workers Local 1657 in Birmingham, Ala., has worked for The Club, a private organization for professionals and corporate executives, for 31 years and makes $4.50 an hour.

It took two years for the 160 employees of The Club to get the National Labor Relations Board to certify the UFCW as bargaining agent after the representation election. Two years later, "a contract is not even in sight," Grant said.

Grant said the anti-union lawyer hired to block the union representation election is representing The Club in the negotiations. His delaying tactics include refusing to schedule more bargaining sessions, refusing to provide information needed by the union to develop proposals, disputing every word of the contract language and demands to exempt "management rights" as grievable issues, she said.


It's time to take off the gloves...
U.S. LABOR
KID GLOVES
BALLOT
STRONG SUPPORT OF PRO-LABOR CANDIDATES
'88 GENERAL ELECTION
UBC

Shirley Brown is a member of Steelworkers Local 2823, which represents more than 300 non-professional employees at Lloyd Noland Hospital in Fairfield, Ala. She has worked at Noland as a licensed practical nurse for 21 years and makes $5.91 an hour.

Brown said the USWA had a good bargaining relationship with Noland since 1942. But, in 1982, a new hospital administration froze wages for the union workers, reduced holiday and shift differentials, shifted some health insurance premium payments to workers and stopped dues checkoffs, she said. The hospital hired temporary workers at higher wages and forced four decertification votes, which the union survived.

Brown said the USWA members know they cannot trust labor law to help them, so they have taken their message to the community through leafletting, and have gotten some response. They also hope that the AFL-CIO's campaign to organize other area hospitals will succeed and look forward to a union-sponsored "Jobs for Justice" rally in April for support.

•

AFL-CIO Executive Council met in Bal Harbour, Fla., Feb. 15–19. Council again refused to make recommendation on pre-primary endorsement. In response to reporters' questions, AFL-CIO President Lane Kirkland said, "If and when there is a genuine consensus among our affiliates, we will support a candidate. That situation does not exist as yet." Kirkland reiterated labor's neutral position in the campaign, although individual union members are being encouraged to run as delegates for candidates "whom they feel comfortable in supporting."

•

The problem of construction contractors illegally repudiating their prehire agreements with workers—double-breasting, it's called—has grown dramatically worse since 1981. CLIC urges you to let your congressman and senator know that you and your union demand protection from such practices.

A UNION MEMBER
REGISTERED TO VOTE

Bumper stickers with the words displayed above are available to local unions and district and state councils for distribution to their members who are registered to vote, according to General Treasurer Wayne Pierce, the UBC's legislative director. Requests should be sent to his attention at the General Offices in Washington.

Recent contributors to CLIC include: Paul A. Seagord, Local 15; Charles J. Pumilia, Local 261 retiree; Mark Staum, Local 851; Robert A. Schnell, Local 620; Scott Waterman, Local 210; R. John Dooley, Local 66; William G. Keers, Local 1243 retiree; Burdette B. Cochran, Local 106 retiree; Kenneth Payne, Local 7 retiree; William H. Julius, Local 62 retiree; Charles F. Hayek, Local 455 retiree; Oscar D. Waltmire, Local 1499; Thomas Hering, Local 454; Orville Draper, Local 183 retiree; Sture Peterson, Local 1397 retiree; Frank A. Keniecki, Local 210 retiree.

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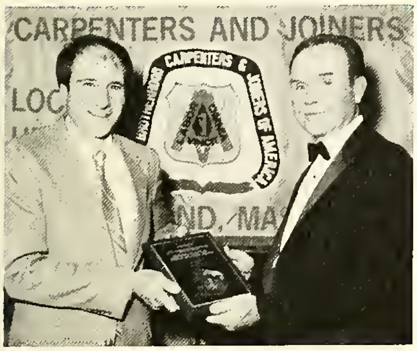
WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

FIRST PLOOF AWARD



Anthony Camuti, chairman of Local 475's public relations committee, left, presents a plaque to Business Representative Martin Ploof, first recipient of the award.

Martin J. Ploof, Local 475, Ashland, Mass., was recently the recipient of a special award for his unselfish dedication in the field of public relations and community service.

For years Ploof has demonstrated a tireless effort in this area from the local to the national level. He was appointed a trustee of Framingham State College and a board member of the Carpenters Bank in Boston. His participation in countless meetings at the town level has not gone unnoticed, as his deeds translate into a large number of employment opportunities for UBC members. His support of the missing children project, parades and other community projects are a demonstration of Local 475's character under his leadership.

Local 475 directly attributes to him its outstanding reputation in the community. The award, which will carry his name when awarded to others, was presented to him at the Local 475 Christmas gathering held at the Hudson Elks Lodge.

KARATE BELT

Orlando Gonzalez, son of Lu Orozco-Gonzalez, recently earned his second-degree junior black belt from the Tompkins Karate studio. At the age of 14, Gonzalez is the first to earn this degree.

A youngster can earn a junior black belt at the age of 10 but must wait until the age 16 to earn a regular black belt. Tompkins decided to adopt the second degree junior black belt to maintain incentives for a student who finds he must wait six years to advance again.

"My parents really motivated me in karate, and then I started pushing myself. By the age of 9, I really started liking it. Karate makes you calmer and gives you more self-control," said Gonzalez.

Lu Orozco-Gonzalez is an employee in the General Office in Washington, D.C., in the jurisdiction department.

Orlando Gonzalez is caught mid-air by the camara as he goes through his karate moves. He recently became the first to earn a second degree junior black belt. Photo by Paul Souders, Montgomery Journal, Maryland

VOLUNTEER WORK BY CANTON APPRENTICES

Local 69, Canton, Ohio's, first and second-year apprenticeship classes volunteered to construct a garage, wheelchair ramp and sun deck for a paraplegic in Canton. Business Representative Frank Reynolds coordinated the project with assistance from instructors Jim Otto and Tom Charton.

Those working on the project were Otto, Craig Davis, Rodney Mayle, Joe Dailey, Doug Owens, Ronald Shine, Brett Prowant, Jeff Wright, Robert Miller, Bruce Tabellion, Gary Thewes and Daniel Rothacher.

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UBC SENIORSHIELD NOW PAYS 1988 MEDICARE DEDUCTIBLES. . . by covering those Part "A" and Part "B" allowable charges you pay from your own pocket. Anyone over Age 65 knows very well that Medicare does not cover all health care costs. . . and the bills left for you to pay can be staggering. SENIORSHIELD '88 fills these Medicare gaps with insured benefits paid direct to you. . . for health care you receive in the hospital or at your doctor's office. Think of the peace of mind in knowing UBC SENIORSHIELD benefit dollars will be there in 1988 when you need them!

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'S IN 1988. . .UBC HAS AN ANSWER!

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1988 ENROLLMENT NOW OPEN! Your 1988 SENIORSHIELD Group Enrollment Kit will be mailed to the homes of all UBC Retirees soon. Be sure to read this material when it arrives so you do not miss out on this important opportunity. UNIONCARE Service Representatives will be available by Toll Free Telephone to answer any questions and assist you in applying. Then, simply complete and mail your UBC SENIORSHIELD '88 Enrollment Form in the pre-addressed, postage paid envelope provided. There are no health questions to answer. . .no one to see. . .no appointments to keep. What could be easier. . .and you have the assurance of receiving a sound medical insurance value for your money!

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'Blueprint for Cure' adds new theme: 'Together, we can outlive diabetes'

The Diabetes Research Institute unveiled a new campaign theme in its most recent mailing to members, "hopefully the last theme we'll ever need," said the Institute Director of Public Affairs Gary Kleiman.

The theme, "Together, We Can Outlive Diabetes," is the centerpiece of an on-going communications program created to help raise funds and highlight recent developments in diabetes treatment, as well as progress made toward a permanent cure.

"The theme was selected as the overall national theme for a number of reasons," said Kleiman. "For one thing, it's true. It doesn't promise instant miracles, but it does promote a strong sense of unity, on-going hope and ultimate success."

One of the reasons he gave for the selection of the theme was that it means something to everyone involved with the Institute—to the victims of diabetes, to their families, to the Institute's supporters who are helping to create a new "World Center of Excellence," to physicians, research workers and volunteers, to the media and to the general public.

"It is," Kleiman said, "a theme that radiates a sense of faith in the future, of ultimate victory over diabetes. We all look forward to the day when there will be no need for a campaign theme, because there will be no such thing as diabetes."

●

Recent Blueprint for Cure contributions include the following: Locals 512, Ypslianti, Mich.; 469, Cheyenne, Wyo.; 1338, Charlottetown, P.E.I.; 1889, Downers Grove, Ill; 424, Hingham, Mass.; 13, Chicago, Ill.; 248, Toledo, Ohio; 1026, Miami, Fla.; 1338, Charlottetown, PEI; 1752, Pomona, Calif., and 2941, Warm Springs, Ore.

Contributions were also received from the following members of 155, Plainfield, NJ: Robert Arnott, Joseph Bassett, David C. Briggs, Thomas Cappello, Anthony Coppola, Frank Coppola, Joseph Coppola, Robert Coppola, Thomas Cutshaw, Michael Daly, Peter Daly, Anthony Guiliano, John J. McAloney, Julius Peterson, Michael Polsky, Stanley E. Shumsky, Robert Stine and Marco Tedesco.

Also among contributors were Patrick J. Campbell, Robert E. Hayes, John E. Sheppard, Henry & Bertha Ahr, Michael & Kathryn Benolken, Frank A. Butrico, Albert Caruso, Anne Ferro, Philip & Carol Genavaro, William Konyha, Stephen Majernik, Peter & Deborah McKenna, Wesley B. Moore, Julius & Gloria Peterson, Nick Della Venturo Jr., Carl & Barbara Wassen, Mr. & Mrs. Donnie Willingham, Dick Winzenreid, Henry G. Frank, Elsada Construction Inc., Republic Aluminum Inc., Empire State Consulting and New York Carpet World.

Special tribute was paid to Patrick Campbell, retired general president, United Brotherhood of Carpenters, at the ground breaking for the Diabetes Research Institute building at the University of Miami/Jackson Memorial Medical center on February 15. Paschal McGuinness, center, New York City District Council, presented a $250,000 check in honor of Campbell and announced that his group will continue to support the building campaign through a two-cent checkoff earmarked for charity. At right, Martin D. Kleinman, chairman, board of directors, Diabetes Research Institute Foundation.

Patrick J. Campbell, retired president of the UBC, presented a check for $100,000 to Henry Keller Jr., president of the Diabetes Research Institute, during a recent dinner, gathering of the UBC general executive board. Keller is also president of Keller Industries of Miami, Fla.

Colton millwrights prepare child ID's

The dental group of Millwright Local 1113, Colton, Calif., recently sponsored a child identification program. Dr. Hugo Ferlitto and Dr. Allen Sachey took dental X-rays of members' children and Kodak donated film to photograph each child. Barbara Culver, office secretary and dispatcher, worked at fingerprinting each child.

Lake States Council

Continued from Page 5

Dow Orrell, chairman of a health benefits company specializing in running joint labor-management trustee health plans, presented an outline of how trust plans are set up on the basis of a fixed employer contribution. Under this type of plan the trustees then set benefit levels. Claims are paid directly from the fund to the doctor or hospital, and benefit payouts cover 100% of the billing when participants take advantage of certain cost-saving procedures, such as second opinions for elective surgery or using an out-patient service instead of the more expensive overnight hospital stay.

Orrell said, "The lower hospital rates are in the rural areas where UBC members are typically concentrated. As a result, the benefit package that can be developed for this group would be very cost effective.

"In addition," he pointed out, "a large group spreads the risk across more participants, thus lowering the cost for everyone. One open-heart surgery, under this type of broad plan, won't drive next year's premium through the roof because of a so-called bad experience. The same cannot be said for the small single-company plans."

Window/Door Group In a workshop delegates from window and door manufacturing plants examined and discussed a contract comparison study prepared by the UBC Industrial Department.

"It is obvious," said one delegate, "that there are as many variations in the contracts as there are contracts. Even though these companies are in the same industry and compete with one another, the wage and benefit packages are all over the lot."

Walburn indicated this industry sector is ripe for coordinating efforts under a Great Lakes regional concept.

"Working together and striving for common expiration dates is the only way to raise all contracts in window and door plants to the highest possible level. It will never happen," he said, "if negotiations continue on the basis of plant by plant bargaining."

The session also examined the economic performance of the largest window and door companies and an organizing targeting program aimed at major non-union producers.

"No program of bargaining coordination is complete in this industry," said Walbrun, "unless it is linked to an aggressive organizing program to bring more workers in competing plants under union contract."

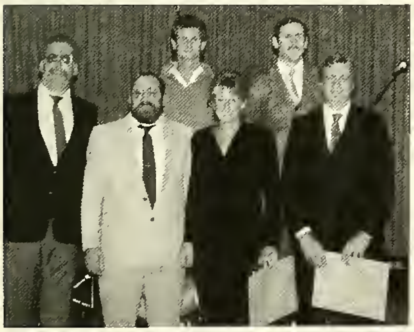
APPRENTICESHIP & TRAINING

Trenton honors 1987 graduates

Local 31, Trenton, N.J., recently honored it 1987 graduating apprenticeship class. They included, front, Jeff Holbrook, Ron Fiori, Michael Davis, Miguel Mattei, Richard Perry, Peter Wojnarski Jr. and Arthur Longo.

Back row, Charles Segretario, apprenticeship committee member; Craig Bronish, apprenticeship committee financial secretary; Robert Bogdan, apprenticeship committee chairman; Thomas Canto, business agent; James Capizzi, president; Joseph Gigliotti, apprenticeship committee recording secretary.

Glendale graduates



Graduating apprentices were honored by Local 563, Glendale, Calif., at the annual Christmas party. They included, front, Steven R. Graves, financial secretary; L.J. Simpronio, president; Morgan Wolf and Mark Patterson. Back row, Brian Anderson and Dan Quinlan. Ms. Wolf was the first female apprentice to complete the training program in Local 563.

Brunswick, Georgia, class and visitors

The apprenticeship training class of Local 685, Brunswick, Ga., stopped long enough to take a picture when they had some visitors in their class. Visitors included Terry O'Quinn, instructor: Harold Fowler, U.S. Department of Labor-Apprenticeship; Roy A. Belcher, president; Edwin M. Lashley, business manager; Jerome Rooks, trustee; and Cleveland Lewis, J.A. Jones Construction Co. The visitors are shown here with the students. Two classes are held each week at the Brunswick High School.

New graduates in Van Nuys

Local 1913, Van Nuys, Calif., recognized its newly graduated apprentices at its annual pin presentation dinner at the Odyssey Restaurant last November. Graduates include, front, Michael Steiner, Joseph Freidman, Michael Shane, Richard Bergeron, Robert Amond and Apolinar Herrera.

Second row, Timothy Glynn, Guy Myers, Kashiff Ali, coordinator of Hollywood center, Grant Buehler, David Condreay, Reuben Berumen and Ron Glynn.

Back row, Marcos Pineda, Julio Martinez, Gary Sliver, James Belden and Jeffrey Crowell.

PETS completion

James Abare Jr. was presented with a Citation of Commendation at a regular meeting of Local 12, Syracuse, N.Y. Abare successfully completed all required and optional skill blocks of the PETS training system in three years. He was the first carpenter apprentice to do so since Local 12 adopted the PETS program in 1982.

Pictured above are Neil Daley, business representative; Abare; Richard Matthews, coordinator; and James Abare Sr., proud father and member of Local 12.

Indiana honoree

At a regular meeting of Local 912, Richmond, Ind., Jeffrey Buckley received his journeyman certificate and a picture taken at the Indiana State Apprenticeship Contest, where he finished second.

Leaders of Danish Carpenters Union visit U.S.

Eleven members of the executive board of the Danish National Union of Joiners, Cabinetmakers and Carpenters visited the United States, last month, under the auspices of the AFL-CIO's Office of International Affairs and the United Brotherhood. They spent one day talking with General President Sigurd Lucassen and other resident officers and touring the various departments at UBC general offices in Washington. General Treasurer and Legislative Director Wayne Pierce, second from left above, discussed the Brotherhood's legislative goals with the visitors.

The Danish visitors also got a briefing on the Brotherhood's special programs from department director Ed Durkin, right, above. On March 4 the group toured the San Leandro, Calif., plant of Modern Mode Inc, where members of Local 3141 are employed. On March 8 they flew to New York City, where the New York District Council was their host for three days of tours and discussions.

Millwright Job

Continued from Page 10

ing patterns were all inspected by conventional blueing techniques. All shaft and impellor seals were hand-fit to the manufacturers' tolerances and all gearboxes were disassembled and inspected.

The drive train alignments were checked by dial indicators, including the alignment of the expander turbines running at more than 12,000 rpm. To accomplish this alignment check, Norris Brothers used the reverse dial indicator method of alignment, an innovative method which has proven to be a successful method in the field. Also, a computer program was used to calculate the shims and moves required to align the drive trains.

Perhaps the most difficult part of the turnaround was the work performed on the base load oxygen compressor. All internal compressor work had to be performed for oxygen-clean service. After lengthy discussion and training by Linde's safety engineer, three of Norris Brothers' employees were qualified for the responsibility of this work.

Oxygen service cleanliness requires that no hydrocarbons (oil, lint, etc) be in the path of the flow of oxygen. Norris' crew worked under a black tarpaulin with a black light (which will show any material containing hydrocarbons) to clean all compressor parts. The final inspection prior to reassembly was performed by the Linde maintenance superintendent and the safety engineer. Also, this labyrinth O-ring seal had to be hand-fit in order to insure a 100% seal between the oxygen environment in the compressor and the lubricated bearings.

Norris found that as the men assembled off site each morning, this was the opportune time for the safety engineer to hold his daily talks and to issue the daily work permits. This helped reduce the financial implications of the time lost.

There were no lost-time accidents during the project. But that need not have been the case, had it not been for quick thinking—and action—by Norris Brothers on a couple of occasions. Potentially the most serious of these was avoided when, on the day that the three large motors were to be hoisted back to position, a dark weather front and high winds were observed rapidly moving in from the southwest.

Although the 10,000hp motor had been rigged and hoisting had begun, it was decided to land and cover the motor with a tarpaulin, and to secure the crane. This proved, dramatically, to be the right decision. Within 20 minutes, heavy rain, lightning, and high winds hit the area, while in nearby Lorain, just a few blocks from the plant, a tornado briefly touched down.

A potential incident was avoided on July 17 and 18. With temperature in the 90s, the Norris Brothers' team was assembling the Manitowoc boom on a fresh asphalt parking lot. Aware of just how many fair-skinned people there were on the job, Norris thoughtfully provided its crew with ample supplies of Coppertone—and thereby avoided a widespread case of sunburn.

The job was finally concluded September 19, 1986, after 40 working days. Three of these days were used prior to August 1 to organize and prepare parts and components for the long term storage that might have been required had the work been seriously interrupted. Also, all of the Norris Brothers' tools and equipment were removed from the site. Then, when work resumed on August 13, the next two days were spent reorganizing tools and work fronts before the turnaround-proper resumed.

One vote and good poker hand count!

November 1980. New Mexico. A 2,436–2,436 tie for the state legislature between Richard Minzner (D) and C. A. Bowerman (R). Elections officials wanted to decide it by the flip of a coin. The candidates balked. Someone suggested dueling. Bowerman nixed it, said "I'm too big a target." Bowerman said let's wrestle. Minzner said "I'm too small." They agreed on a single hand of five-card poker. Minzner won it.

One vote, and a good poker hand, counts!

REGISTER/VOTE

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Local 268 seniors

At the Local 268, Sharon, Pa., annual picnic, special recognition was given to senior members. Shown here are Business Representative Larry Hackett with Clyde C. Brant, 47 years; James G. McConnell, 52 years; James L. Oaks, 41 years; Fred A. Boise, 74 years; and Charles S. Grace, 64 years.

UBC seniorpower

Front row: Pete Ochocki and Lou Rhodes. Back row: Gervis Simmons, Jim Parker and Al Rodriguez.

Five former UBC leaders now in retirement got together recently at the home of J. "Lou" Rhodes in Alpine, Texas, to talk about the old days. Three of them were UBC international organizing directors: J.L. Rhodes, front row, right, was organizing director from 1956 to 1969; Anthony Ochocki, front, left, from 1969 to 1972, and James A. Parker, back row, center, was director from 1972 to 1985. With them, left, was Gervis Simmons, Southwest regional director from 1954 to 1984, and right, Al Rodriguez, a general representative in the Southwest and a UBC representative to Latin American labor organizations.

Seniorshield forms by telephone

It has come to our attention that some retired members of the UBC who are enrolled in the Seniorshield Medicare-supplement program are having difficulty in obtaining claim forms. These forms may be obtained directly from the Union Labor Life Insurance Company Claims Department. The forms and other information can be received by calling 1-800-368-5724. They also accompany checks after a claim has been filed.

Chicago Heights club elects officers

New officers for the 1988 year have been elected for Club 40, Chicago Heights. Roy Farmer, president; Kay Bakeza, vice president; James Adams, treasurer; Adele Shampine, secretary; Tobert Sweeten, Tom Sapienza and Henry Polletta, trustees.

●

Does your local union or council have a retirees club? If not, request a retirees' club information packet from: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Austin, Texas, club has busy first-year agenda

Club 68, Austin, Texas, gathered retired members from Local 1266 in April of last year to hold an organizational meeting. The founding period was closed out in December with a total of 86 charter members.

Since its organization, the club has been very active. Activities included a tour of the LBJ ranch and national park, attending a Shrine circus as special guests of the Austin Ben Hur Shrine and a tour of the LBJ library and museum at the University of Texas. They supplied groceries for five needy families at Christmas and raised money to pay a young carpenter's dues in order to keep him from being suspended. They plan to be just as active in this year's political scene.

Shown here are the charter members of Club 68. They include, front, Jay Fort, financial secretary, Local 1266; Jerry Deleon, president, Local 1266; G.A. Pete McNeil, president, Club 68; Cecil Houseton, Guy Stratton and Travis Phillips.

Second row, Duke Tarlton, Clarence LaRue, Randolph Gross, Eugene Remus, John Wagner, Elizabeth Wagner, Clara Page, Georgia Robertson and Louis Robertson.

Third row, Leora McNeil, Abner Scott, Juanita Scott, Max Frentrup, Almarie Frentrup, Hays Haffelder, Jannie Haffelder, Roland Bloomquist and Charlotte Bloomquist.

Fourth row, E.E. Gene Dudley, Billie Fort, Henry Holman, Etta Beason, Dan Beason, Frank Bohl, Frances Hoes, Johnnie Bohl, Mary Holman, Buddy Hoes, Gus McCoy, Kenneth Page, Maurine McCoy, Louvenia Izard, C.W. Pete Crowell, Ike Izard, Glen Gamble, Buddy Fort, A.W. Mike Fox, Evelyn Fort, Allen Walden, Margaret Smith, Cecil Smith, E.J. Pete Davee and Jewell Davee.

Charter members not in the picture are Sabino Arispe, Velma Crowell, Vina Davenport, W.R. Bill Davenport, Majorie Dudley, Elmer Dutton, Jesse C. Gartman, Jimmy Hennesey, Eula Hennesey, W.T. "Dub" Jones, Merle Jones, Doris Judd, Ernest Judd, Peggy LaRue, Carl Ledenham, Maxine Ledenham, Paul Matthews, Bobbie Matthews, H.D. Merrick, E.C. Mowery, Marcene Mowery, Bernice Phillips, Forrest Preece, Flora Preece, Willie Resendez, Jose I. Rodriquez, Soledad S. Rodriquez, A.J. Pete Schweng, Helen Schweng, Mayette Smith, Chester Smith, Agnes Smith, V.E. Smith, Betty Smith, Hazel Stratton, Maurice R. Waggoner, Malcolm Bowles and Ada Bowles.

Local 1839 retirees

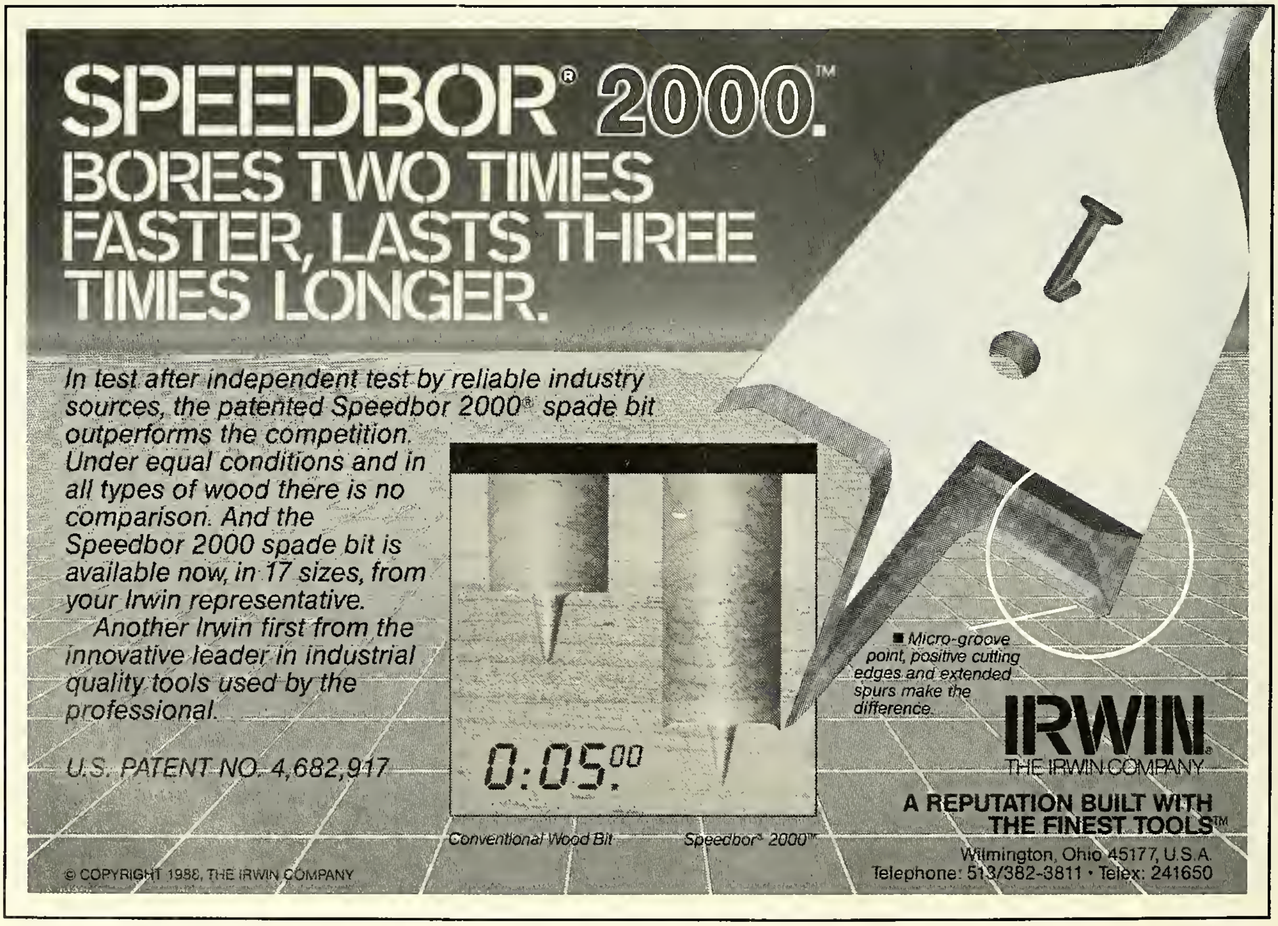
Local 1839, Washington, Mo., held its annual Christmas party along with a retirement party last December. Dean Sooter, second general vice president, right, presented plaques to two longstanding members of the Brotherhood. Eugene Wilson, retiring secretary/treasurer, has served in this capacity for over 35 years. Also receiving a plaque was Ray Steibel, retiring conductor. Steibel has served as an officer of the local since its charter in 1951.

Low back pain?

If your bones ache from time to time or if you suffer other orthopaedic problems, the American Academy of Orthopaedic Surgeons at P.O. Box 618, Park Ridge, IL 60068 offers you free brochures which may be helpful. At present, the academy has three brochures. They cover arthritis, low back pain and sprains and strains. To receive copies you need only send a self-addressed and stamped business size (#10) envelope to the address listed above.

Houston retirees club enjoys dinner party at Christmas

Club 54, Houston, Texas, held a Christmas dinner party for retirees of the Houston District Council. It was attended by a large number of retirees, who enjoyed the fellowship of fellow members as they celebrated the holidays.



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Labor News Roundup

Committee formed to study modular housing standards

The National Institute of Building Sciences in Washington, D.C. is forming a project committee which will be given the task of preparing a report for Congress on voluntary building standards and codes for modular housing.

"The Housing and Community Development Act of 1987 calls for us to prepare and submit to Congress within six months a report describing feasible alternative systems for implementing one or more voluntary preemptive national codes for modular housing," said Rene A. Henry Jr., president and CEO of the Institute.

"The Housing Act says that the report will include the method for inspecting the modular structures to ensure compliance with the selected code or set of codes," Henry added.

According to Henry, the committee will be comprised of volunteers representing 12 different categories of the construction industry including labor unions.

With regard to the codes selected, the legislation further states that "Such codes may be national model codes and shall provide for periodic upgrading through recognized model code development procedures and the development of standards for construction design and performance that ensure quality, durability and safety that will be in accordance with lifecycle cost-effective energy conservation standards established by the Secretary of Housing and Urban Development and designed to ensure the lowest total construction and operating costs over the estimated life of such housing."

The committee's report will define "modular housing" as factory-built single-family and multi-family housing, including closed wall panelized housing, that is not subject to the requirements of the National Manufactured Housing Construction and Safety Standards Act of 1974, commonly referred to as the HUD Code for manufactured housing or mobile homes.

Factory use up despite stock market crash

U.S. industrial production increased 0.4% in November, and gains were widespread with the notable exception of the motor vehicles industry, the Federal Reserve Board reported.

The Fed also reported that the nation's factories, mines and utilities operated at 81.7% of capacity in November, the highest level in more than three years.

Factories operated at 82% of capacity, up from 81.8% in October. Plants making durable goods operated at 79.9% of capacity while those making non-durable goods operated at 85.1%. Large increases occurred in the metals and machinery industries in November, but operating rates fell at motor vehicle plants and petroleum refineries.

The operating rate at steel mills and other primary metal manufacturers was at 87.9%, compared to about 72% in November 1986. The rate at textile mills was 93%.

The operating rate in the mining sector, which includes oil and gas well drilling, was unchanged in November at 79.2% of capacity. The rate at gas and electric utilities climbed to 82%, up from 81.6% in October.

In its report on production, the Fed said autos were assembled at a 7.1 million annual rate, down from a 7.3 million rate in October. Output of vans and trucks business and consumer use also declined.

Output of home goods increased 0.5%, with gains in production of carpets, furniture and appliances. Business equipment production continued to expand, up 0.6% in November.

Manufacturing output rose 0.4% in November as both durables and non-durables were up 0.4%. But mining output declined by 0.2%. Utilities output rose by 0.6%.

Total industrial production was 5.4% higher than in November 1986.

The reports on production and the factory operating rate indicated that the economy continued to show strength following the October stock market crash.

However, the National Association of Business Economists reported that 43% of the 200 members responding to the organization's quarterly survey expect a recession in 1988. It said another 7% believe a recession already has begun.

Use of UI benefits urged for wage subsidies

Unemployment rate could be reduced by as much as 1%, if portions of unemployment insurance payments could be used as wage subsidies to induce employers to hire UI recipients, according to studies of a UI benefit transfer concept known as the Productive Employment Program. Ongoing, three-year studies of PEP were commissioned by the originator of the proposal—Allen Davis, chief executive officer of Custom Control Sensors Inc., an electronics firm in Chatsworth, Calif., and president of the Productive Employment Foundation.

Analyses of Davis' proposal are being conducted by Jeffrey Dubin, assistant professor of economics at the California Institute of Technology, and Douglas Rivers, associate professor of political science at the University of California, Los Angeles. Discussing the results of their studies of PEP at a recent hearing of the House Ways and Means Subcommittee on Public Assistance and Unemployment Compensation, Dubin and Rivers explain that PEP is designed to be revenue neutral in that it "involves redirection of current spending commitments toward the creation of jobs in the private sector."

Participation in PEP would be voluntary and limited to workers with valid UI claims who have registered for job search with their state employment office. The UI recipients would be provided with vouchers setting forth the amount of wage subsidies that would be available to employers that hire them. "By subsidizing wages, PEP lowers producers' marginal labor costs and makes increased employment and production more profitable than it otherwise would be," they explain. As a result, the program would "act as a stimulus to labor demand," they add.

Personnel consultant cites bias in board appointments

In a study of possible political bias in NLRB decisions, a New Orleans-based personnel consultant recently concluded that Republican members appointed to the Board by Republican presidents were staunch party liners inclined to tilt against unions, but that Democrats originally appointed by Democratic presidents were even-handed and impartial. Ronald H. Schroeder stresses the need for close Senate scrutiny in screening nominees. He also urges that Congress consider amending the Taft-Hartley Act to require bipartisan appointments.

In a paper prepared for the winter meeting of the Industrial Relations Research Association in Chicago, Schroeder traces whether political bias influences decisions by NLRB. With turnover at one member per year, the agency has a fragile and transient nature, he says.

A sharp difference between the voting of appointees of the two political parties exists, according to the study. "Republican members originally appointed by Republican presidents appear to be staunch party-liners who made decisions which are influenced by political party philosophy," Schroeder says. "Results also suggest that Democratic members originally appointed by Democratic presidents are no more likely to decide in favor of employers or unions, but play by the rules and render decisions in an evenhanded manner."

Schroeder warns that the goal of the Act is to achieve regulation coupled with neutrality, so that Republican presidents should be cautioned to be particularly selective in their choices of nominees, lest the cooperative atmosphere of labor-management relations be soured.

"Differences between unions and employers which are resolved through a decision process laced with inconsistencies and ambiguities flies in the face of good faith dealings," he says. "As a result both unions and employers may be discouraged in their desires and attempts to uphold their good faith obligation."

CONSUMER CLIPBOARD

How long should it take for a check to clear?

Many Banks still won't credit your account for days, even though check cleared at funds' source

Countless bank customers have encountered the problem of bounced checks after a deposited check should have been credited to their account, according to the Consumer Federation of America. More than 10 million checks are bounced each year because of bank delays in clearing check deposits.

Congress recently met to discuss a bill which reduces the time banks can hold checks. If passed, it would go into effect three years after becoming law.

The House bill reduces the time banks can hold a check to one day for local checks and a maximum of four days for out-of-state checks. The Senate bill lets banks hold checks for a maximum of four days, with a one-day extension where necessary, but asks the Federal Reserve Board to set appropriate guidelines for speeding consumer availability to deposited funds.

Nationally, many bankers claim they must delay crediting deposited checks as a means of defending themselves against bad checks. The American Bankers Association opposes the proposed legislation because the policy of holding checks "is not designed to generate profits but to minimize losses" from fraud.

According to a recent ABA study of 279 banks, only three checks in 10,000 were held beyond the date the banks received provisional credit from the Fed.

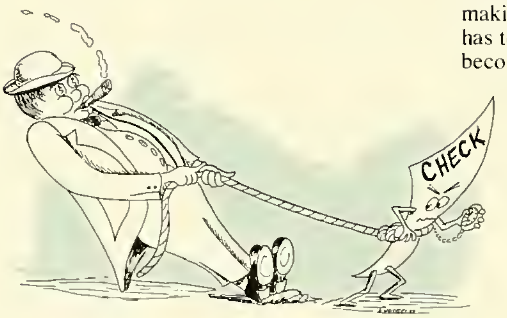
Some consumer activists, however, say that with an average bad-check fee of $14 and high of $30, the practice represents a multi-million-dollar ripoff of consumers. Profit, as well as fear of fraud, is a prime reason banks hold checks for periods sometimes exceeding two weeks, according to the activists.

The money banks earn from bad-check fees is relatively minuscule compared to the interest a bank can earn. Money earned from interest accrued on non-credited customer deposits is significant, reaching into the billions of dollars annually. The Federal Reserve Board estimates that banks earn as much as $3.5 billion per year from interest accrued on non-credited customer deposits because the Fed usually gives them provisional credit for deposited checks within one day, three days at the maximum. Thus, after the Fed grants credit and until the check is credited to the customers account, the bank earns money on the customer's deposit. If a bank holds a check for five business days, it earns four days' interest.

"There's a financial incentive to hold checks as long as possible because what they're getting really is interest-free loans," said Samuel Cooper, a banking lobbyist for the Public Interest Research Group.

"The banks say the profit is an unintentional result of their attempts to protect themselves against fraud; but, when they're making hundreds of millions of dollars, one has to wonder when the unintentional result becomes an intentional goal," he said.

The Fed itself favors voluntary action by the banking industry as the best way to address consumer concerns over check holds; but, sensing the determination of Congress pass regulatory legislation, it has sought flexible schedules for crediting depositor accounts that would minimize the risk of fraud.



Tough Overalls, Tough Footwear

To a carpenter his clothing is just as important as his tools — they must be rugged and sturdy, able to withstand all types of rough treatment. And overalls, as Allen K. Madsen, retired member of Local 1040, Eureka, Calif., points out, have to be useful.

After reading "Rugged Wear for the Carpenter," p. 23, January 1988, he wrote to us about Big Mac overalls, which can be purchased through his J.C. Penney catalog for $32. He said he always kept two pair on hand. When one pair got semi-soiled or worn he would use them for the rough and dirty work and save the new pair for finish work and cabinetry.

However, Joseph E. Bukonsky Jr., Local 54, Chicago, Ill., disagrees. He has found that the Osh Kosh brand is more usable to a carpenter. And, they're union made.

Osh Kosh overalls include a rule pocket on the left side that Big Mac has left off, and the hammer loop is easier to manipulate than the Sears brand he tried. Bukonsky did find the nail spron on the Big Mac handy since it zips off. But the front patch pocket on the trouser of the Sears overalls were more awkward than that of the Osh Kosh overall.

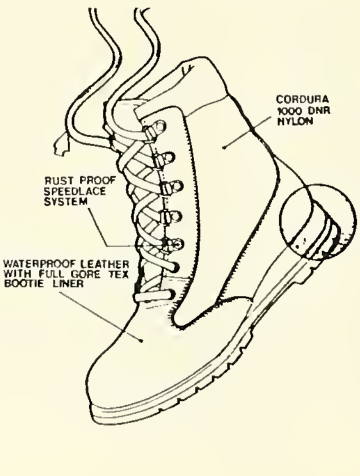
"They were a tool to us carpenters," wrote Madsen, "as each pocket had a definite use for holding nails, rulers, hammers, nail sets, pencils, etc. We even folded the cuffs and kept nails in the cuffs when nailing on flat areas such as floor sheathing and flooring (before power nailers).

Footwear is another concern of our members and, according to Mike Brooks, president of William Brooks Shoe Company, "Rocky Boots are the most advanced boots ever built."

The "Stalker" series shown here are made of tough nylon, waterproof leather, an orthotic innersole and have an all-weather insulation. For added comfort and support Rocky offers Thusolate boot liners, innersole supports and shoe lining foot warmers.

As an example of Rocky durability, in the four years since Steven M. Newman began his walk around the world he has worn out three pairs of Rocky boots. The only other person who undertook a similar feat in the 70s wore out 27 pairs of shoes in four years.

William Brooks Shoe Company has been organized since 1937 and is under contract with Amalgamated Clothing & Textile Workers Local 146 in Nelsonville, Ohio. For your nearest Rocky dealer call toll-free 1-800-421-5151.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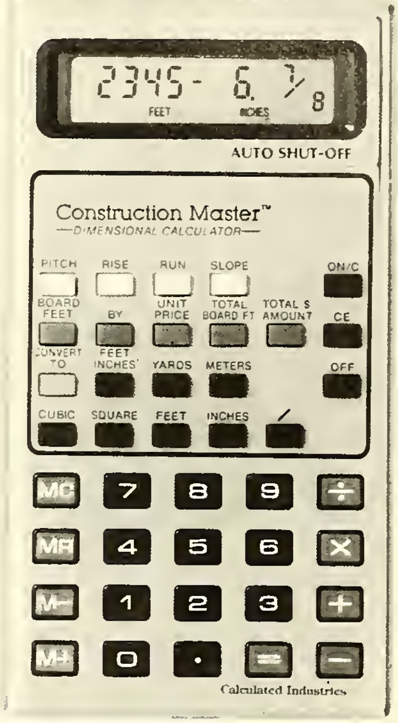

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SNAPPY COMEBACK

A fellow who had gum surgery got so grouchy he became impossible to live with.

One day he told his wife he had to return to the dentist to have his bite adjusted.

"While you're at it," she snapped, "don't forget to tell him to adjust your bark as well."

—*Dot Wooley*

USE UNION SERVICES

SET IN THEIR WAYS

Some minds are like concrete—all mixed up and permanently set.

—*Marc Boese*
Local 1107
Kenilworth, N.J.

ATTEND LOCAL MEETINGS

LIKE FATHER, LIKE SON

The world wouldn't make much progress if children simply behaved like their parents.

Sidney Cates

NATURE'S WAY

A New York matron was complimented on the unusually attractive cactus display in her window.

"They do so well," she explained, "because we take care of them according to nature's plan.

"The important thing is not to water them except at just the right intervals. These plants are from southern New Mexico, and when my husband brought them home, we subscribed to a newspaper in that area.

"We read it carefully, and whenever they get a little rain, we water the cactus."

—*Nancy's Nonsense*

LOOK FOR THE UNION LABEL

TAX TWIST

"I receive fine service at Denise & Friends Hair Design. Denise's fine hairdos sure improve my 82-year-old image. The only thing that bothers me is that the IRS won't allow me to list the charge under 'overhead expense' on my tax report!!"

—*Nancy Green*

BUY UNION * SAVE JOBS

GOOD RECIPE

Woman to her neighbor: I have the most wonderful recipe for meatloaf—all I have to do is mention it to my husband and he says, "Let's eat out."

Nancy's Nonsense

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

There was an old man with a
 beard,
Who said, "It is just as I feared!
 Two owls and a hen,
 Four larks and a wren,
Have all built their nests in my
 beard."

—*Edward Lear*

WHICH ROOM?

The tourist returned to his hotel after sightseeing.

"I'm sorry," he said to the clerk behind the desk, "but my memory's awful. Could you tell me what room I'm in?"

"Certainly," the clerk replied. "You're in the lobby."

BE AN ACTIVE MEMBER

THE FRUITED PLANE

A third-grader turned in a drawing of an airplane covered with bananas, oranges, grapes and other fruits, and entitled, "America the Beautiful." When the teacher asked why the title, the boy quickly explained, "It's the fruited plane."

—*Let's Be Human,*
Harry Fleischman

SHOW YOUR BUMPER STICKER

ON THE HOTLINE

It's silly for the Russians to accuse us of spying to find out what's going on in Moscow. We're kept too busy trying to find out what's going on in Washington.

World Features

ADOPT A LUMBER COMPANY

FIRST QUESTIONS

How many people can still remember when a doctor's first question was: "Where does it hurt?" The first thing you hear today is: "Do you have health insurance?"

—*Robert Beran*

BUY U.S. AND CANADIAN

EARLY DIAGNOSIS

Two catty women were talking. "I hear Nancy is down with blood poisoning," said one.

"I'm not surprised," said the other. "She must have bitten her tongue."

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

HAYWARD, CALIF.

Members were honored for their service to the Brotherhood at a celebration of Local 1622's 50 anniversary.

Picture No. 1: Mathew H. Baldwin and Mario Saracco, seated, were honored for their 50 years. Standing, Chris Rong, 55-year member.

Picture No. 2: 45-year members honored included Robert Sandberg, Hershel Yoho, Chris Rong, E.G. Rex, Joseph Gonzales, Raymond Freitas, Ed Anderson, Mario Saracco, Mathew Baldwin, Harold Redding, Peder Andersen, Charlie Wack, Lloyd Beckman and Bill Walsh.

Picture No. 3: Members honored for 40 years of service included August Galvin, Walter L. Williams, Raymond Weir, Charles Brightwell, John Veralda, Gene Giambrone, Gordon Miller, Desmond Stewart, Louie Ramirez, James Paxton, Virgil E. Eskridge, Charlie Wack and Leo Kesti.

Picture No. 4: 35-year members were Richard Calhoun, Ed Machado, Robert J. Kirschling, Wayne Baker, Sydney Jensen, Raymond Weir, Walter L. Williams, Lawrence Andersen, Joe Robello, John H. Cosmez, E.R. Greene, Warren Pickel, Basil L. Creager, Lee B. Haskins and Frank Garcia.

Picture No. 5: Members honored for 30 years of service were Arthur R. Humphrey, Wilhelm Jubin, Anton Gruber, Charles S. Foscalina, Raymond J. Chew, Walter W. Noia, Joseph S. Silva, James R. Mooney, Richard D. Noia, Loren Auten, Russell B. Hague, Floyd Okerlund, Manuel S. Luna Jr. and Richard Bellotti.

Picture No. 6: Members honored for 25 years included Scott C. Higgins, Gary E. Roderick, Jerry Shevenell, Thomas W. Welch, Ray E. Brajkovich, Donald Robinson, James M. Vonnegut, Frank Ziemer, David L. Alyea and Charles L. Dugan.

Hayward, Calif.—Picture No. 2

Hayward, Calif.—Picture No. 3

Hayward, Calif.—Picture No. 4

Hayward, Calif.—Picture No. 5

Hayward, Calif.—Picture No. 6

Hayward, Calif.—Picture No. 1

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to *CARPENTER* magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Hinsdale, Ill.

HINSDALE, ILL.

Millwright Local 1693 conducted its annual 25-year pin presentation recently. Shown above are Thomas P. Rush, business representative; William Cook, executive vice president, Chicago & Northeast Illinois District Council; Paul Ebeling, Edmund McGlynn and Paul Knuuti, 25-year members; and Earl Oliver, president and business manager.

NEW CASTLE, DEL.

Members of Local 626 were honored for their service to the Brotherhood in a recent pin ceremony.

Picture No. 1: John J. Hartnett, retired business representative and a 60-year member, center, with President John Zimath and Business Representative Robert McCullough Jr.

Picture No. 2: Eric Widen, 50-year member.

Picture No. 3: Edward Thompson, 47-year member.

Picture No. 4: 45-year members Delbert Cogdell, John Hendrickson and Johannes Sten.

Picture No. 5: Robert A. McCullough Sr., business representative, 35-year member.

Picture No. 6: 30-year members honored were Anthony Cristofich, James Knox and Joseph Stevens.

Picture No. 7: Lawrence Venarchick, Wayne Snavely and Winston Towers were honored for 25 years of service.

Picture No. 8: Basil Klapcuniak, 20-year member.

New Castle, Del.—Picture No. 1

Picture No. 2

Picture No. 3

New Castle, Del.—Picture No. 4

New Castle, Del.—Picture No. 6

Picture No. 5

Picture No. 8

New Castle, Del.—Picture No. 7

CHICAGO, ILL.

Local 1 honored its members on November 11, 1987, at its annual pin presentation party.

Irwin Burkart, Pete Ranzino and Joe Schiller were honored for their 60 years of service but were unable to attend.

Picture No. 1: Otto Outzi, Charles Erickson, William Farr and Alojz Misik were honored for their 50 years of service.

Picture No. 2: 45-year members Art Goebelt and Fred Groth.

Picture No. 3: Members honored for 40 years of service included Richard Anderson, Lou Bierwirth, Ray Burke, Ben Ceglarek, Robert Foster and Mitchell Gajda.

Picture No. 4: 35-year members included Ken DeSomer, John Dillon, Jesus Guevera, William Hocking, Frank Kovacic, William Kovacic, Karl Mayer and Juan Vela.

Picture No. 5: Tom Garnett, 30-year member.

Picture No. 6: Emanuel Backmeier, William Jaggen, William Scott, Ted Stone and Robert Thorpe were honored for 25 years of service.

Picture No. 5

Chicago, Ill.—Picture No. 1

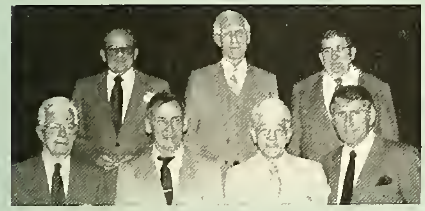
Chicago, Ill.—Picture No. 2

Chicago, Ill.—Picture No. 3

Chicago, Ill.—Picture No. 4

Chicago, Ill.—Picture No. 6

Wheeling, W.V.—Picture No. 1



Wheeling, W.V.—Picture No. 2

WHEELING, W. VA.

Local 3 recently honored its members with longstanding service to the Brotherhood at an awards ceremony. Everette Sullivan, international representative took part in the festivities.

Picture No. 1: 50-year members honored were, front, William B. Cox and Dana Dayton.

Back row, Norman Steer, Kenneth Sole, Fred Sole and Sullivan.

Picture No. 2: Members honored for 45 years included, front, Eugene Carpenter, William Koher, George Skaggs and Sullivan.

Back row, C. Jim Colley, Bernard Eddy and Robert Ullom.

Picture No. 3: 40-year members include, front, Jack Schafer, Dennis Cox, Michael Rafa and Sullivan.

Second row, William Ault, Ray Feaster, Harold Wilson, Walter Ward, Wilfred Myers and George Cline.

Picture No. 4: 35-year members were, front, Glen Walters, Hollis Thornberry, Bernard Rist and Kelcel Westfall.

Second row, Dewey Ganoe, Gabe Benson, Okey Henthorne and Carl Beck.

Back row, Charles Branden, L. Jack Cook and Glenn Main.

Picture No. 5: 30-year members honored were, front, William Howe, J.L. Briggs and Robert Wise.

Second row, Louigi Gambellin, Harold Trimble and Ed Ackerman.

Third row, Harry Demkowicz, Charles Mayer and E. Jake Lude.

Back row, Robert Rodgers, Robert Wolfe, Willard Frietag and Warren Schafer.

Picture No. 6: 25-year members honored were, front, Louis Fairbanks, Sullivan and Walter Taylor.

Back Row, Raymond Miller, Donald Tennant and Jim Palmer.

Third row, John Markowicz, Ed Magers, Myler McIntosh, Stanley Kruger and Henry Ebbert.

Fourth row, Joseph Moskitis, Ed Scales, Frank Misch and Harry Crupe.

Fifth row, Mort McCulley, James Byers, W. Dan Carpenter, Richard Rist, Allen Burris, Leo Homer, Don Sommer and George Matzaris.

Wheeling, W.V.—Picture No. 3

Wheeling, W.V.—Picture No. 4

Wheeling, W.V.—Picture No. 6

Butler, Pa.
Picture No. 1

Butler, Pa.
Picture No. 2

Butler, Pa.
Picture No. 5

Wheeling, W.V.—Picture No. 5

BUTLER, PA.

Local 500 held an awards banquet to honor its members with long service to the Brotherhood.

Picture No. 1: C.A. Greenert, 60-year member.

Picture No. 2: R.G. Barnhart, 50-year member.

Picture No. 3: 40-year members honored were Merle Young, Warren Weisenstein, Carlton Stewart, John Reiner, Joseph Nebel, Charles Gibson, Joseph Hayden, David Allen, Charles Albert, Russell Bowser and Retired Business Agent Charles Trgovac.

Picture No. 4: Honored for 30 years of service were Lewis Kalac, Thomas Hayden and Vern McMillin.

Picture No. 5: Harry Brunner, 25-year member.

Butler, Pa.—Picture No. 4

Butler, Pa.—Picture No. 3

Waukegan, Ill.—Picture No. 1

Waukegan, Ill.—Picture No. 2

Waukegan, Ill.—Picture No. 3

Waukegan, Ill.—Picture No. 4

Waukegan, Ill.—Picture No. 5

Waukegan, Ill.—Picture No. 6

WAUKEGAN, IL.

A special meeting was called by Local 250 to honor its members with longstanding service to the Brotherhood.

Picture No. 1: 50 year members honored were Louis Kuznick Jr. and Paul Carani.

Picture No. 2: Harry McDonald, Harry Branding and William Kelling were honored for their 45 years in the Brotherhood.

Picture No. 3: 40-year members honored include Lawrence Zahnle, Charles Davis, Charles Gandolf, Carl Roscher and Joseph Giannasi.

Picture No. 4: Members honored for 35 years of service were Marziale Picchietti, Edwin Rostad, Eugene O'Connell, Albert Michell and Walter Johnson.

Picture No. 5: Harold Visoky, George Giannasi, John Sweetwood and James Patterson were honored for 30 years of service.

Picture No. 6: 25-year members honored were Ervil Fox, Thomas Oeffling, Richard Bakken and Wayne Schultz.

CENTER, TEXAS

Local 2713 honored its members at a pin presentation ceremony last October.

Picture No. 1: 30-year members honored included Representative Al Cortez, Alvin Johnson, Representative Robert Mullen, Alvin Kauffman and John Mosby.

Picture No. 2: 25-year members honored were, front, Christine McClelland and Cora White, receiving for her husband Linson.

Back row, Luther Akridge, J.T. Hinson, Loice Netherly, James Hutto and Charlie Riggans.

Picture No. 3: 20-year members honored were, front, Billie Joyce Daniels, Mary LaBouve, Lola Goings, Winnie Morris, Cora Pearl White and Jack Riley.

Back row, I.O. Burrell, Robert Fountain, J.T. Johnson, John C. Jones, Walter Manning, Willie Wade Swindle and Tommy Ware.

Many of the members worked the night shift that evening and were not present to receive their pins during the ceremony.

Center, Texas—Picture No. 1

Center, Texas—Picture No. 2

Center, Texas—Picture No. 3

Golden, Colo.

GOLDEN, COLO.

Local 1396 held a pin presentation dinner for its members at the White Fence Farm in Lakewood, Colo.

Members honored included, front, Orville Mattox, 45 years; Victor Smith, 45 years; and Oscar Fischer, 45 years.

Second row, Roland Hinkle, Henry Douglas, Wayne Ashmore and Edward Johnson. All 40-year members.

Back row, Lawrence Bloom, 25 years; James Bennett, 30 years; Lloyd Priest, 25 years; William Ray, 35 years; Richard Germeroth, 25 years; Harold Ray, 25 years; and Gunter Siebrandt, 25 years.

BATON ROUGE, LA.

Local 1098 recently called a special meeting to honor its members with longstanding service to the Brotherhood.

Picture No. 1: Bruce E. Doughty and Austin J. Williamson were honored for their 50 years of service. Doughty served as recording secretary, on the board of trustees, president and, after his retirement, worked for the Louisiana State Department of Labor as a labor program compliance office over prevailing wages.

Williamson was elected president five times and has served on bylaw, negotiating, apprenticeship, building and sick commitees. Since his retirement he remodeled his home and keeps busy with gardening and other outdoor activities.

Picture No. 2: 40-year members honored were, front, A.C. Nettles, Emerson Vasbinder, Curtis Temple, Lawton Walsh, Phillip Freeman, Coats Tilghman and Eugene Wilkinson.

Second row, Sam Coleman, Lawrence Messina, James R. Carter, Leon Hotard, William Foster, Magnus Wheat, Joseph G. Patin and Martin S. Young Sr.

Back row, Dewey Robinson, Curtis Hart, Joseph Bourgeois, F.A. Ducote, Carl Holland, Thomas Roberts, Clifford Patin and Dean Purvis.

Picture No. 3: Other 40-year members included, front, Tommie Talbert, Carl Dixon, Herman Mixon, Dunk Wright, Hubert Carr, Thomas Atkinson and Henry Armato.

Second row, Earl Baker, John Causey, Harry Milton, Lenell E. Crow, Kermit Bonnette and George Brown.

Third row, Fulton Lemoine, J.B. Welch, Carl Neyland, Robert Domine, Stanford Honore, Lucian Guilbeau and Floyd Whitehead.

Picture No. 4: 30-year members honored were, front, Robert Little, Frank Savoie, H.G. Landry, Ray Brown, Vince Monistere, Harold Alford, F.Z. Lemoine and Eric Holden.

Second row, Howard Morgan, Esco Watts, Eugene Bringol, Harry Parker, Stanford Ponson, W.J. Whitney, Frank Giovingo, Latson Bercegeay and Lawrence Bennett.

Third row, Alvin Harrell, Jack McKey, Vorise Miller, Emic Richard, Clifton Allen, Perkins Stewart, M.A. Couvillion, Allen Ravencraft and Mance Martin.

Picture No. 5: Other 30-year members honored were, front, Leon Vicknair, Leal LaCaze, T.C. Norwood, Windom H. Brown, E.J. Ardoin, Yvonne Bodi, Paul Martin and Eugene Milton.

Second row, Floyd Ellis, Paul Valenti, Eunice Pope, Clifton Borne, Ralph Cotten, James Price, George Whittington and James Marsh.

Third row, Herman Carraway, Joseph Thibodeaux Sr., Hinton Gardner, Walt Watson, Albert Johnson, E.C. Morris, Thomas Murray, Stanley Collins and Julius Perry.

Picture No. 6: Members honored for 20 years of service included, front, Clifton Meadows, Robert Hall, Herman Brouillette, Charlie Westbrook, Carl Turner, Clarence Rohner and J.B. Langlois.

Second row, Thomas Sciortino, Marvin Stephens, Sylvan McGee, Robert Partin, Preston Populus, Edgar Mizell Sr., and Lawrence Carraway.

Third row, Brady Stephens, J.V. Davis, Louis Heil, Joseph C. Lyons, Alfred Ricard, Tony Magliolo, A.V. Sirone and Gilbert Gunter.

Baton Rouge, La.
Picture No. 1

Baton Rouge, La.—Picture No. 2

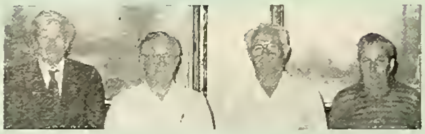
Baton Rouge, La.
Picture No. 3

Baton Rouge, La.—Picture No. 4

Baton Rouge, La.—Picture No. 5

Baton Rouge, La.
Picture No. 6

Miltown, N.J.—Picture No. 1


Miltown, N.J.—Picture No. 2

MILTOWN, N.J.

Local 1006 honored its members of longstanding service. Frank Hart was honored for 70 years of service and Ola Larson for 50 years.

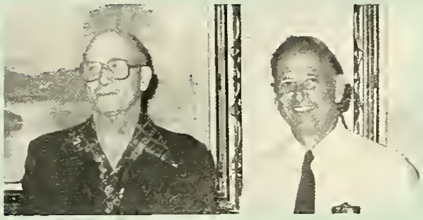
Picture No. 1: Edward Kosmowski and Harold Wurgler were honored for 45 years of service. Those not shown are Edmund Baranowski, Patsy DiGiammatteo, Walter Harris, Chester Jazlowiecki Sr., John Oravits, Chester Petner and Andrew Stafford.

Picture No. 2: 40-year members honored were Roy Raynor, Joe Bednar, Pete Wasiowich and Andrew Philpot. Honored but not pictured were Steve Anasiewicz, John Culotta, Nicholas DeMuro Sr., Frank Fullajtar Sr., Joseph Pesciotta Jr., Lawrence Stetler and Louis Zandomenego.

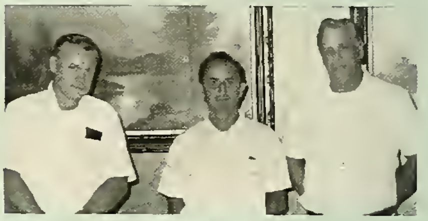
Picture No. 3: Horatio Mount and Roy Conrad were honored for 35 years of service. Not pictured but honored were John Kelly and Nicholas Terebey.

Picture No. 4: 30-year members honored were Nino Raciti, Robert Reisert and Robert Nora. Honored but not pictured were Francis Becza, William Bergen, Renzo Butti, James Carey and James Lepping.

Picture No. 5: Robert Danko, Leon Bielak and John Thorkildson were honored for 25-years of service. Honored but not pictured were George Gretch, Michael Hasner, Neil Jamison, Chester Jazlowiecki Jr., Roger Thieme and Michael Vagratian.


Miltown, N.J.—Picture No. 3

Miltown, N.J.—Picture No. 4


Miltown, N.J.—Picture No. 5

WESTCHESTER, ILL.

Floor Covering Local 1185 recently held its annual pin presentation for members with 25 to 50 years of service to the Brotherhood.

Picture No. 1: Members honored for 50 years of service included, front, Joseph Bennett, Andrew Haaning, Albert Klean and Victor Lehner.

Back, President Robert Newell, Assistant Business Representative Paul Petersen, Oscar Parson, Fred Sheu and Business Representative Warren Lang.

Picture No. 2: 40-year pins were awarded to, front, Charles Schovanec, Peter Scianna, Stanley Zeb and William Patterson.

Back, Newell, Peterson, William Harp, Al Schwab and Lang.

Picture No. 3: Those honored for 35 years of service were Robert Hochstetter, Stanley Jendruczek and Joseph Summerfelt.

Picture No. 4: 30-year pins were awarded to, front, Walter Boheme, James Crosby, Richard Julitz and William Marchuk.

Back, Newell, Petersen, Joseph Partipilo, James Stastny and Lang.

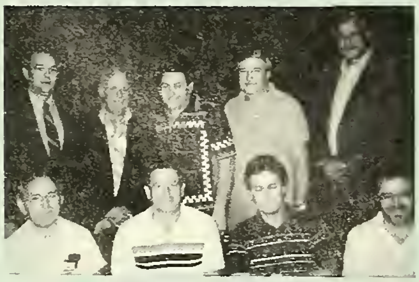
Picture No. 5: Members who received the 25-year pins included Gene Demaio, John Katsougris, Victor Robin and Raymond Rodway. Lang is standing in the back.

Westchester, Ill.—Picture No. 1

Westchester, Ill.—Picture No. 2

Westchester, Ill.—Picture No. 3

Westchester, Ill.—Picture No. 5


Westchester, Ill.—Picture No. 4

Augusta, Ga.

AUGUSTA, GA.

Local 283 recently awarded pins to its members with 20 to 45 years of service. They included, front, Charles Polatty, 45 years; Tommie Smith, 45 years; William C. Rodes, 35 years; and Dempsey Smith, 35 years.

Back row, Jerry Bruce Waller, 20 years; Freddie Amerson, 20 years; Ray Salter, 20 years; and Hammond Boyd, 35 years.

Members receiving pins but not pictured were, Floyd Hegler, Walter Murphy, Laurie Sikes, Leslie Meeks and Robert Neal, 45-year members. Grady Delaigle and Hayden Wright, 40-year members. 35-year members were Comer Claxton, James Holland, E.W. Patterson, Dillard Thigpen, Arthur Gay, Robert Johnson and Elmer Price. 30-year members were Charles Dean, Joseph Metts, Tommy Proctor and Carl Usry. Guy Adams and Charles Kight, 25-year members. Willie C. Bain, Thomas Cross, Robert Donovan, William Birchfield, James R. Davis and Herman Ducker, 20-year members.

IN MEMORIAM

The following list of 735 deceased members and spouses represents a total of $1,391,314.68 death claims paid in January 1988; (s) following name in listing indicates spouse of member.

Local Union, City

2 **Cincinnati, OH**—Henry E. Stevens, William B. Locke, Wilmoth W. Goin (s).
3 **Wheeling, WV**—Jack A. Walters.
5 **St. Louis, MO**—John A. Manhal.
6 **Hudson County, NJ**—Adolph Maietta, Antonio Greto, Antonio Polera, Carl W. Grimm, George Malgady, Henry M. Baldinger, Patrick J. Sullivan, William G. Rakoski.
7 **Minneapolis, MN**—Henry Hansen.
8 **Philadelphia, PA**—John Tokarchek.
9 **Buffalo, NY**—Doris M. Walbesser (s).
10 **Chicago, IL**—John Hanik.
11 **Cleveland, OH**—Michael L. Condon.
12 **Syracuse, NY**—Alphonse Gelineau.
16 **Springfield, IL**—Glen W. Aldrich.
17 **Bronx, NY**—Louis Distasi, Louis Illiano.
18 **Hamilton, Ont., CAN**—George Almer Herod.
24 **Central, CT**—Alberto Messore, Axel Kaas, John J. Kuen.
25 **Los Angeles, CA**—Antonio E. Cervantes.
27 **Toronto, Ont., CAN**—Jean Dragan (s).
28 **Missoula, MT**—Ernest Rickett, Rayond D. Richardson, William J. Fortune.
31 **Trenton, NJ**—Dorothy E. Moore (s).
33 **Boston, MA**—Brian B. Mulcahy.
34 **Oakland, CA**—Margery Rorvik (s).
35 **San Rafael, CA**—Charles S. Rentz, Lafayette Wilson Walter, Walter Lewis Whiting.
36 **Oakland, CA**—Doris Ann Lemasters (s), Henry O. Sherman, Herbert Lavoy Landis, John J. Haak, Lothar Eissel Sr., Simon Hall.
40 **Boston, MA**—Alberto M. Petrilli, John James Murphy.
41 **Woburn, MA**—Dominick R. Nutile.
42 **San Francisco, CA**—Conrad P. Diehl, Margie Jewel George (s).
43 **Hartford, CT**—Valente Gallucci, William Mitchell.
47 **St. Louis, MO**—Charles W. Hodge, David Brown Dunham, Lillian May Baker (s), Roland M. Kohlmeyer.
49 **Lowell, MA**—Martin C. Vokey, Thomas F. Cormier.
50 **Knoxville, TN**—Alonzo David McNish, Arlie L. Burkett, Christopher Columbus Cowden, Ernest C. Davis, James E. Carter Jr., Randolph C. Range Sr., William V. Greer.
51 **Boston, MA**—William Polin.
54 **Chicago, IL**—Anton Mergenthaler.
55 **Denver, CO**—Eldon J. Vanbuskirk, Russell E. Johnson, Willard M. Osborn.
58 **Chicago, IL**—John E. Benson.
62 **Chicago, IL**—Arthur D. Olson.
64 **Louisville, KY**—Curtis Earl Tharp.
69 **Canton, OH**—Donald J. Paisley, Harry J. Jordan, Lester Kermit Franks.
74 **Chattanooga, TN**—Newell C. Ellis.
76 **Hazelton, PA**—Laura C. Shubiak (s), Marcella R. Marion (s).
77 **Port Chester, NY**—Louis P. Buzzeo.
80 **Chicago, IL**—Betty J. Zurawski (s), John E. Adams, Paul J. Moe.
81 **Erie, PA**—Sigmund T. Radomski.
87 **St. Paul, MN**—Lloyd Peterson, Robert Barnett
94 **Providence, RI**—Albert C. Gremour, Alfred Gagnon, Auguste Dionne, Clifford Chace, James Barter, Josephine Parente (s), Napoleon Girouard, Thomas Edward Chilcott, William Theodore Provost.
98 **Spokane, WA**—James Jones, Otto Loui Bagdon, Thomas Hugh Winsper.
101 **Baltimore, MD**—Margarette P. Lang (s), Millard E. Pauley, Robert C. Muir.
104 **Dayton, OH**—James Lee Vaughn.
106 **Des Moines, IA**—Robert M. Ballard.
107 **Worcester, MA**—Frank G. Frohock, Peter J. Banionis.
108 **Springfield, MA**—Adam E. Letendre.
109 **Sheffield, AL**—Joe F. Spurgeon.
110 **St. Joseph, MO**—James C. Roberts.
111 **Lawrence, MA**—Joseph A. Poulin.
114 **East Detroit, MI**—Albert E. Geltz, Alfred L. Petersen, Andrew Thomas, Walter J. Wagner.
118 **Detroit, MI**—Hollie H. Keeran.
120 **Utica, NY**—Harry M. Dorsagno, Theron Lane.
125 **Miami, FL**—Aida Vega (s), Cleon W. Tatum, Enrique S. Perez, Ernst Liin, Eva Steib (s), Horace M. Adams, Larry Makela, Renaldo L. Borra, Wyatt Johnson.
127 **Birmingham, AL**—B.M. Ogletree, Richard E. Cost.
130 **Palm Beach, FL**—Chester R. Saburn, Delmar D. Braden.
131 **Seattle, WA**—Barbara Jean Waters (s), Bertel Westerdahl, Ralph A. McDougall, Sammie Carson.
132 **Washington, DC**—David D. Brockett, Fred Leo Smith, Jacob L. Korn, Olga Blankenship (s), Ralph E. Franklin, William Villeneuve.
133 **Terre Haute, IN**—Hubert I Case Jr.
134 **Montreal, Que., CAN**—Jean Yvon Laroche, Joseph Germain, Leopold Lamarche.
135 **New York, NY**—Fred Frank, Isaac Sobol.
140 **Tampa, FL**—Charles D. Digman, Laulie Lee Coker.
141 **Chicago, IL**—Donald Zafir, Emery Lindholm.
142 **Pittsburgh, PA**—Joseph Bernardi, Robert W. Kummer.
155 **Plainfield, NJ**—Martin Joseph Szoke, Patrick E. Henry.
165 **Pittsburg, PA**—Doris Stahl (s), William Baird.
166 **Rock Island, IL**—Phillip L. Westerdahl.

Local Union, City

169 **East St. Louis, IL**—Charles Harris, Mary A. Whittaker (s).
171 **Youngstown, OH**—Deforest Casselman, Stanley T. Nizlik.
181 **Chicago, IL**—Harold E. Weisnicht, John Potts, Thomas L. Holland.
182 **Cleveland, OH**—Michael Werenec, Moritz Werner, Peter Hutter.
183 **Peoria, IL**—Vivian G. Ingold, Walter F. Buettner.
184 **Salt Lake City, UT**—Ada P. Ford (s), Elva T. Bunker (s), Marjorie Bonner (s), Mary Vee Gehring (s), Ray A. Richards, Vivian N. Swenson, Willis L. Cannon.
185 **St. Louis, MO**—Otto C. Oelger, Roger A. Humphrey
190 **Klamath Falls, OR**—Clinton G. Williams.
195 **Peru, IL**—Hunter Bowie
199 **Chicago, IL**—Alexander Zaklan, Jane K. Brew (s).
200 **Columbus, OH**—Beatrice E. Azbell (s), Henry O. Tubbs, William E. Doss.
210 **Stamford, CT**—Herbert F. Holz Sr., Vito M. Polestra.
211 **Pittsburgh, PA**—Joseph I. Forsythe.
215 **Lafayette, IN**—Leo S. Griffey.
218 **Boston, MA**—Annie M. Carnell (s), John W. Butt, Mary Christine Mackay (s), Mary Morrison (s), Ralph Adams.
220 **Wallace, ID**—Harold Lamphere.
223 **Nashville, TN**—Felto M. Ball, Granville Eddie Sims, Lillian Warner Griffin (s), R. Samuel Kennemer.
225 **Atlanta, GA**—Charles B. Patterson, J. B. McElroy, William Raybon Truitt.
230 **Pittsburgh, PA**—Ann Vogel (s), Robert E. Zimmer.
232 **Fort Wayne, IN**—Lewis Hendricks, Madonna Hess (s), Roy Marion Burkett.
235 **Riverside, CA**—Frank J. Kaminski.
246 **New York, NY**—Eugene Paige.
247 **Portland, OR**—Fred C. Angell, J. B. Storey, Melvin P. Logan, Milton A. Meinig.
248 **Toledo, OH**—Alfred Shinaver, Hazel B. Harbauer (s).
250 **Waukegan, IL**—Edward J. Gudonis, Margery Ellen Miller (s), Melvin Danner.
255 **Bloominghurg, NY**—Erick Olson.
256 **Savannah, GA**—Willie Adkinson Sowell.
257 **New York, NY**—Andrew Frank, Elmer Burden, Otto Nelson.
260 **Berkshire Cnty., MA**—Wifred H. Root.
261 **Scranton, PA**—Edward L. Mayer, Karl E. Fogmeg.
262 **San Jose, CA**—Andrew Berasley, Galen Stach, Mary Frances Bogue (s), Walter M. Spears.
264 **Milwaukee, WI**—Dewey W. Nicklas, Edward G. Strelow, George Kadlecik, John Burgmeier, Millard W. Aschauer, Nicholas J. Verbanac, Peter N. Freischmidt.
267 **Dresden, OH**—Wilbert Franklin Sayre, Sr.
268 **Sharon, PA**—Carl E. Baker
275 **Newton, MA**—Joseph V. LeBlanc.
287 **Harrisburg, PA**—Donald W. Kipp, Erma M. Sanderson (s).
304 **Denison, TX**—Marcus L. Moore.
313 **Pullman, WA**—Raymond Joseph George Arnzen.
314 **Madison, WI**—Andrew Kalland.
316 **San Jose, CA**—George E. Smith, George L. Tartar, Henry G. Andrade, Walter H. Southern.
320 **Augusta, ME**—Roland Levesque.
329 **Oklahoma City, OK**—Jasper Lee Storey, Rameo F. Redding.
338 **Seattle, WA**—Bruno Nathlich.
342 **Pawtucket, RI**—Albert Coulombe, Jean B. Lavoie, Lucien Voisin, Robert J. Gordon.
344 **Waukesha, WI**—Frank Czarnik.
345 **Memphis, TN**—Earl L. Adcock, Larry A. Graziosi, Sr.
347 **Mattoon-Charleston, IL**—Randy W. Burgess.
348 **New York, NY**—Alice German (s), Dawe S. Chalk, Sigurd Martenson, Thora Pedersen (s).
355 **Buffalo, NY**—Viola M. Shisler (s).
357 **Draffenville, KY**—Carlos Payne Henderson.
359 **Philadelphia, PA**—Anthony Mecca, Bertha Feehs (s), William Erhardt.
361 **Duluth, MI**—Carl G. Erickson.
369 **N. Tonawanda, NY**—Francis Komisarek, Robert J. Fassel.
374 **Buffalo, NY**—Louis W. Schillo, Norman P. Rohloff.
377 **Alton, IL**—Jewett R. Huff.
388 **Richmond, VA**—Richard E. Jordan.
393 **Camden, NJ**—Bryan P. Cary.
410 **Ft. Madison & Vic., IA**—Benjamin Albert Kerr, Wm. Russell Wiedmeyer.
413 **South Bend, IN**—Earl S., McDaniel, Harold L. Butts, Marvin E. Mullett, Richard Kitson, Thomas Kreiter.
422 **New Brighton, PA**—Andrew Prokopovich.
424 **Hingham, MA**—Roderick MacLeod.
429 **Arlington, TX**—Aubrey Howard Estes.
433 **Belleville, IL**—Helmut C. Kinzinger.
434 **Chicago, IL**—Alex Charles Cimaroli, John Slebos, Ruben Roberts.
454 **Philadelphia, PA**—Andrew Hailand, Theodore Boyce.
470 **Tacoma, WA**—George Messegee, George Sandback, George Veitenhans, Gustav V. Johnson, Wallace Burrington.
472 **Ashland, KY**—Clyde W. Burton, Elva L. Akers.
475 **Ashland, MA**—Irene Hangos (s), John F. Fiorito.
480 **Freeburg, IL**—Oscar H. Busch.
483 **San Francisco, CA**—Ellis J. Ekstrom.

Local Union, City

502 **Port Arthur, TX**—Bertie Lee Hoke (s), Louis C Guidroz, Paul Kulish.
503 **Lancaster, NY**—Walter J. Schank.
515 **Colo. Springs, CO**—Lester V. Anderson, Rebecca Ann Almy (s), William T. File.
518 **Sisterville, WV**—Charles E. Smith.
528 **Washington, DC**—John James Klimchalk.
531 **New York, NY**—Konstanty Vishnevsky.
548 **Minneapolis, MN**—Sherwood Johnson.
551 **Houston, TX**—Darrell J. Tucker, Ernest T. Preston Jr., Harold Barger, William J Cox.
558 **Elmhurst, IL**—William Bocknor.
562 **Everett, WA**—Diane E. Rengen (s).
563 **Glendale, CA**—Napoleon J. Jacques.
586 **Sacramento, CA**—Helen M. Pleines (s), Herman T. Poole, Kenneth L. Crawford, Ruth A. Christ (s).
599 **Hammond, IN**—Louise R. Leu (s).
602 **St. Louis, MO**—Clarence H. Jansing, Irvin P. Speakman, James R. Wallace.
603 **Ithaca, NY**—Charles F. Bednar, Earl James Allen.
605 **Vista, CA**—Henderson H. Helton.
608 **New York, NY**—Dympna Okelly (s), Ernest Sundquist, Peter E. Hickey
611 **Portland, OR**—Alex Hirsch.
613 **Hampton Roads, VA**—Curtis Lee Hodge.
620 **Madison, NJ**—Edward Berkise.
623 **Atlantic County, NJ**—Alfred P. Galen, Eli W. Smith, Ernest Long, Fred Berggoetz, Raymond E. Leek.
624 **Brockton, MA**—Edward B. Moon.
625 **Manchester, NH**—Roger W. Faucher.
626 **Wilmington, DE**—Enoch Milhous, James L. Dickie.
638 **Marion, IL**—Claude Milford Graff, Daniel Harold Casper, Whitson Gibson.
644 **Pekin, IL**—Claude F. Marrs, Francis L. Fink, Lawrence Cecil Wilson.
660 **Springfield, OH**—Robert R. Smith.
665 **Amarillo, TX**—Alsie Woodfin, Quanah J. Barker.
668 **Palo Alto, CA**—Cecil Herbert Couey, Marion Drummond (s), Ronald F. Hastings.
690 **Little Rock, AR**—Jarrett R. Green.
701 **Fresno, CA**—Loyd A. Woodward.
705 **Lorain, OH**—Conrad Neiding.
710 **Long Beach, CA**—Dan Schwarz, Earl F. Horton, Mary Louise Pifer (s).
711 **Salem, OR**—Gordon E. Lancaster.
720 **Baton Rouge, LA**—Charles E. Ford, James Abbott.
721 **Los Angeles, CA**—Herbert H. Goebel, Julio Plitka, Mario A. Chavez, Marion J. Adams, Selig Solomon.
726 **Davenport, IA**—Harold W. Hank, Helen G. Diercks (s), Yvonne Ruth Garrow.
739 **Cincinnati, OH**—Charlene Cutter (s), Robert Caldwell.
740 **New York, NY**—Clement Chas. Sullivan, Joseph F. Kramer Jr.
743 **Bakersfield, CA**—Carl C. Heidsiek.
745 **Honolulu, HI**—David H. C. Lum, Yoshiteru Kato.
751 **Santa Rosa, CA**—Alfred Pinkston, Michael Leel Hober.
756 **Bellingham, WA**—Arthur E., Meyer.
764 **Shreveport, LA**—Alfred J. Hooper.
805 **San Diego, CA**—Edward J. Rakowski.
815 **Beverly, MA**—Alfred J. Laforge.
832 **Beatrice, NE**—Donald Rasmussen.
839 **Des Plaines, IL**—Arthur J. Hogfelt, August G. Weindorf, Harry Frey.
845 **Clifton Heights, PA**—Naomi H. Smith (s).
848 **San Bruno, CA**—Leo W. Carron.
851 **Anoka, MN**—David J. Miller, George R. Bourquin, Reuben C. Schultz, Richard L. Sowers, William W. Steadman.
857 **Tucson, AZ**—Leon A. Countryman.
865 **Brunswick, GA**—Bobby Dorris.
871 **Battle Creek, MI**—Clyde L. Runels, Myrtle Frances Vanantwerp (s).
875 **Panama City, FL**—John C. Fountain.
899 **Parkersburg, WV**—Donald Wolfe, Everett L. Schultz.
902 **Brooklyn, NY**—Sylvan Sussman.
906 **Glendale, AZ**—Darrold Dwayne Martin, Ethel V. Stevens (s), Maldron D. Wells.
921 **Portsmouth, NH**—Edward J. Welch, Joseph A. Drouin.
925 **Salinas, CA**—Aubrey D. Davis (s).
929 **Los Angeles, CA**—Fred K. Meyer.
930 **St. Cloud, MN**—John C. Ryan.
943 **Tulsa, OK**—Harry Fay Rawson, Thomas Edward Lawrence.
944 **San Brnardno, CA**—Lena Valeree Campbell (s).
947 **Ridgway, PA**—Edna M. Engeman (s).
953 **Lake Charles, LA**—Andrew L. Mouhot, Ethel V. Marks (s), Ollie Farris Scalisi (s).
964 **Rockland Co., NY**—Louis Iafrate.
971 **Reno, NV**—Perley Everett.
974 **Baltimore, MD**—Casmier Borek, Norine D. Hoppa (s).
977 **Wichita Falls, TX**—Harmon Melton Watson
998 **Royal Oak, MI**—Harley Covington Smith, Paul A. Bradley, Robert Delekta.
1000 **Tampa, FL**—Robert E. Frick.
1007 **Niagara Fls., ONT, CAN**—Walter Murdza.
1008 **Louisiana, MO**—Jesse Woods.
1014 **Warren, PA**—Harry L. Swanson.
1022 **Parsons, KS**—Delbert Evenson, Irma Milks (s).
1026 **Miami, FL**—Clarence E. McLester, Harold Elvin Winkler.
1027 **Chicago, IL**—August Vujtech, Clarence Bergling, John Franciscovich, Mary Ann Halaska (s).

IN MEMORIAM

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Local Union, City

1036 **Longview, WA**—William E. Davidson.
1043 **Gary, IN**—Earl D. Driver.
1050 **Philadelphia, PA**—Salvatore, Turco.
1052 **Hollywood, CA**—Edwin Arvidson.
1053 **Milwaukee, WI**—Carl Lever.
1062 **Santa Barbara, CA**—Everett E. Mitchell, Guido Piunti.
1074 **Eau Claire, WI**—Ursula Victoria Spletter (s).
1089 **Phoenix, AZ**—James Curtis.
1094 **Albany Corvallis, OR**—Alex McAlpine.
1098 **Baton Rouge, LA**—Sam Beard, Welmon J. Lavigne.
1102 **Detroit, MI**—Edward Clark, Martin Schlachter.
1108 **Cleveland, OH**—Frank Joseph Bornauer, James E. White.
1120 **Portland, OR**—Everett J. Pitts.
1125 **Los Angeles, CA**—Ruby Helen Haggard (s).
1140 **San Pedro, CA**—Gilbert Clemetson, Glen P. Cummins, Guy R. Tinney.
1142 **Lawrenceburg, IN**—Virgil C. Martin.
1146 **Green Bay, WI**—Joe Kassner.
1148 **Olympia, WA**—Harold D. Scott.
1149 **San Francisco, CA**—Joseph Casaletto, Lionel Basil Jaye, Vivian M. Reals (s).
1160 **Pittsburgh, PA**—Joseph H. Kettering.
1164 **New York, NY**—Solomon Letzter.
1184 **Seattle, WA**—Gene Eggers, Ludvig Lyng.
1185 **Chicago, IL**—Frank J. Presecky, Louis P. Michaels.
1192 **Birmingham, AL**—Arthur E. Kendrick, Harold E. Hazelrig, Nell Marie Wilson (s).
1199 **Union City, IN**—Doyt Paul Boyer.
1222 **Medford, NY**—Edwin L. King, Theodore Griebell, Wilfred Lake Sr.
1235 **Modesto, CA**—Donna Larraine Young (s), Floyd Lee Naney, Lesli Jo Rommel (s).
1240 **Oroville, CA**—Charles Fred Wendell, Dewey R. Matteis, Philip C. Glover.
1251 **N Westmnstr., BC, CAN**—Knute Bentzen.
1266 **Austin, TX**—Charlie Mae Williams (s), Della H. Duncan (s).
1273 **Eugene, OR**—E. Sterlin Hartin, Henry E. Chace.
1280 **Mountain View, CA**—Joseph M. Corrales, Merle W. Palmer.
1281 **Anchorage, AL**—Elmer Asbell, Rolin D. Timperley.
1301 **Monroe, MI**—Chester H. Barnes, Ingram Huffman
1305 **Fall River, MA**—Joseph S. Tenczar, Manuel Sylvia, Raymond O. Waterman.
1307 **Evanston, IL**—Louis A. Triebold.
1311 **Dayton, OH**—Alva Sylvester Mann.
1319 **Albuquerque, NM**—Antonio J. Sandoval, Ralph T. Utterback.
1325 **Edmonton, Alta, CAN**—Eugene Yaremchuk.
1342 **Irvington, NJ**—Elsie Dagastino (s), Richard J. Formato.
1362 **Ada Ardmore, OK**—Ray Jack Nance.
1373 **Flint, MI**—Joan Dick (s).
1381 **Woodland, CA**—Augustus Bosley.
1382 **Rochester, MN**—Ward E. Getzin.
1388 **Oregon City, OR**—Eldon R. Schooley, George Meska.
1392 **New Glasgow, NS, CAN**—James Milton Fraser.
1397 **North Hempstad, NY**—Joseph Cifarelli, Joseph Starr.
1401 **Buffalo, NY**—Ernest W. Schinner, Eugene J. Kasprzak.
1402 **Richmond, VA**—James Edward Snead.
1407 **San Pedro, CA**—Clardy A. Bollen, Daniel I. Riordan, Robert F. Waldroff.
1413 **Ottawa, OH**—Mary L. Lammers (s).
1418 **Lodi, CA**—Arthur Henkelman, Harvey D. Brisco.
1419 **Johnstown, PA**—Charles C. Montgomery, William S. Troyan.
1426 **Elyria, OH**—Albert Fridenstine.
1438 **Warren, OH**—Robert Wayne Lipscomb Sr.
1445 **Topeka, KS**—Martha Dahlstrom (s), William T. Hanna.
1449 **Lansing, MI**—Janette Schaibly (s).
1452 **Detroit, MI**—George L. Boyd, William H. Morgan, William Kurt Schonherr.
1453 **Huntington Bch., CA**—Carl T. Englin.
1454 **Cincinnati, OH**—Clay J. Dunn.
1456 **New York, NY**—Andrew L. Boyd, Arthur Ekblom, Karl Liebermann, Richard J. Cook.
1460 **Edmonton, Alta., CAN**—Chester Manoga, Victor Fluter.
1461 **Traverse City, MI**—Wilbur Dale Morrow.
1462 **Bucks County, PA**—Emil J. Kissel.
1471 **Jackson, MS**—Clifford L. Henderson, Martin G. McGee, Walter C. Williams.
1478 **Redondo, CA**—Bedford F. Ponder, Jr.
1485 **La Porte, IN**—Anna E. Kulakowski (s).
1486 **Auburn, CA**—Paul M. Salvater.
1498 **Provo, UT**—Arba Taylor (s).
1506 **Los Angeles, CA**—Eleanor Jane Fountain (s), Irvin L. Gosnell, Ray E. Strite.
1507 **El Monte, CA**—Carl A. Schewe, Clement R. Dover, Frances G. Greenhagen (s), Joel B. Hawkins, Robert E. Lee, Stewart L. Grace.
1521 **Algoma, WI**—Joseph F. Parkos.
1529 **Kansas City, KS**—Charles D. Roberds.
1532 **Anacortes, WA**—Gosta E. Dagg.
1533 **Two Rivers, WI**—Dale A. Denfeld.
1539 **Chicago, IL**—Louis Kaplan.
1564 **Casper, WY**—Edward B. Gavin.
1585 **Lawton, OK**—Alfred Troutman, Arthur Merl Gilliland.
1590 **Washington, DC**—Karl Kainu.
1592 **Sarnia, Ont., CAN.**—Edwina Maria Matthews (s).
1596 **St. Louis, MO**—Bill J. Stringer (s), Lawrence Stiles, Oliver Hansen.
1607 **Los Angeles, CA**—Leonard G. Shaw.
1622 **Hayward, CA**—Harry C. Engelstad, Henry Katarzy, Matthew Harvey Baldwin, Michael A. Mason, William E. Sweeden.

Local Union, City

1632 **S. Luis Obispo, CA**—Maurice Mills.
1644 **Minneapolis, MN**—Delores Knops (s).
1650 **Lexington, KY**—Gale Slemp, Paul F. Furr.
1664 **Bloomington, IN**—Freda B. Ratliff (s).
1669 **Ft. William, Ont., CAN**—Birger Bill Wicklund, Hugo Albin Ahlstrand, James Pamer.
1672 **Hastings, NE**—Carl M. Pedersen.
1683 **El Dorado, AR**—Charlotte Nellie Bates (s).
1691 **Coeur D'Alene, ID**—Clinton Hartz, Elinore Ritzheimer (s).
1707 **Kelso-Longview, WA**—Buell Young.
1715 **Vancouver, WA**—Harold W. Casper, Lloyd A. Sparks.
1719 **Cranbrook, BC, CAN**—Stephen J. Shymko.
1723 **Columbus, GA**—Roy Eugene Weed, Tillary R. George.
1743 **Wildwood, NJ**—Paul Leo Scully.
1746 **Portland, OR**—Elsmer G. Addis.
1749 **Anniston, AL**—Arthur Crider.
1755 **Parkersburg, WV**—Margaret L. Facemire (s).
1764 **Marion, VA**—Joseph Cebert Haga.
1765 **Orlando, FL**—Alexander C. Dwyer, Archie Lee Davis, Hoye Dillard Dennis.
1772 **Hicksville, NY**—Richard Eisemann.
1778 **Columbia, SC**—Dewey Edwin Free, Herman W. Dunn, James G. Davis, Sr.
1780 **Las Vegas, NV**—Clyde Bradley.
1789 **Bijou, CA**—Agnes Nygard (s).
1815 **Santa Ana, CA**—Joseph L. Wright.
1837 **Babylon, NY**—Artur Kalm, Frederick Robert Kleber, Irene M. Nilsson (s).
1845 **Snoqualmie, WA**—Patrick W. Marra.
1846 **New Orleans, LA**—Dominic Angelo, Sr., Freddy Joseph Guidry, Peter J. Burtchaell, Russell A. Vellier, Tellisma Desoto.
1856 **Philadelphia, PA**—James Griffith, James J. Doyle.
1869 **Manteca, CA**—Anna R. Williams (s), William E. Bruton.
1871 **Cleveland, OH**—Emelie Sheffey (s).
1889 **Downers Grove, IL**—Gerald Ammenhauser, Glen Eichhorst.
1897 **Lafayette, LA**—Doris W. Aycock (s).
1907 **Chilliwack Mission, BC, CAN**—Conrad Lawrence Siverson.
1911 **Beckley, WV**—Lewis William Dew.
1921 **Hempstead, NY**—Konrad John C. Widman.
1929 **Cleveland, OH**—Floyd James Lee.
1953 **Warrensburg, MO**—Charlie W. Bowland, Warren B. Hutchison.
1954 **Brookfield, IL**—Zvonko Butch Vukelic.
1961 **Roseburg, OR**—Kenneth McCord.
1962 **Las Cruces, NM**—Cecil Rosson Wilcox.
1971 **Temple, TX**—James E. Lancaster, Plez O. Brooks, Jr.
1976 **Los Angeles, CA**—Harold Stenson.
1985 **Province of Saskatchewan**—Ottilie Kunschner (s).
2020 **San Diego, CA**—Stefan Kochishan.
2037 **Adrian, MI**—Elmer E. Stewart.
2041 **Ottawa, Ont., CAN**—Noel Guilbeault.
2042 **Oxnard, CA**—Homer William Edging.
2046 **Martinez, CA**—Harry Johnson, John W. Isenberg, Norman C. Olsen, Richard E. Hunter, Ronald E. Lloyd.
2066 **St. Helens, Vic., OR**—Beecher W. Fitzgerald.
2071 **Bellingham, WA**—William Robert Reed.
2114 **Napa, CA**—David O. Hardcastle.
2186 **Hot Springs, AR**—Wilbert Burt.
2203 **Anaheim, CA**—Eloise Patterson (s), Mary A. Walters (s).
2230 **Greensboro, NC**—Bessie Bowes Black (s).
2250 **Red Bank, NJ**—Allen W. Clayton, Louis A. Grissman, Nancy Thorne (s).
2274 **Pittsburgh, PA**—Clarence Taggart, Francis S. Montgomery, Robert J. McCartney.
2288 **Los Angeles, CA**—Curtis Evans, Jesus Martinez Parra, Joseph H. Cordia, Mellie Ochs (s), Tomas D. Flores.
2298 **Rolla, MO**—Cecil E. Dooley, Donald Paul Byers, Ralph K. Angle.
2309 **Toronto, ONT, CAN**—Graham Hunter, Joseph Sheridan Doran.
2311 **Washington, DC**—William E. Ellis Sr.
2361 **Orange, CA**—Daniel Thomas Lee, George Edward Knight.
2375 **Los Angeles, CA**—Ralph Storey, Vernon Sandy.
2396 **Seattle, WA**—Beatrice K. Fastrup (s), Howard L. Milliken.
2400 **Woodland, ME**—Harley Clark Sr.
2403 **Richland, WA**—Raymond W. E. Wickersham.
2404 **Vancouver, BC, CAN**—Gus Astrom, Mary E. Erickson (s).
2416 **Portland, OR**—Elen M. Yarmonchik (s), Rogelio V. Jato.
2429 **Fort Payne, AL**—Earlie W. Bailey, Leonard Raybon Jones (s).
2435 **Inglewood, CA**—Delbert Brossard, Herbert L. Greer, Robert Y. Kawakami, Watson A. Reed.
2463 **Ventura, CA**—Clifford S. Olson, Juan F. Escudero.
2477 **Santa Maria, CA**—Lawrence G. Lee.
2484 **Orange, TX**—Richard Donald Lisenby.
2530 **Gilchrist, OR**—Raymond Stovall.
2559 **San Francisco, CA**—Harold Grand.
2581 **Libby, MT**—John H. Finnland.
2608 **Redding, CA**—Ambrose J. Lynch, Shirley Mae Ortiz (s).
2633 **Tacoma, WA**—Emilie A. Gregory (s), George Tibbitts, Morton O. Seydell, Nils Ostrom.
2637 **Sedro Woolley, WA**—Neal F. Fender.
2686 **Stevens Point, WI**—Ronald P. Engebretson.
2714 **Dallas, OR**—Ira Roberson.
2739 **Yakima, WA**—Lloyd E. Knobel.
2761 **McCleary, WA**—Boyd H. Olson, Phillip Behrend.
2767 **Morton, WA**—Charles M. Metcalf.
2780 **Elgin, OR**—Raymond Hollingsworth.
2787 **Springfield, OR**—Raymond William Schaaf.

Local Union, City

2817 **Quebec, QUE, CAN**—Albert Pelletier.
2910 **Baker, OR**—Ray W. Smith.
2930 **Jasper, IN**—Donna J. Traylor.
2941 **Warm Springs, OR**—Arlo L. Bohn.
2942 **Albany, OR**—Elmer W. Keesee.
2947 **New York, NY**—Manuel A. Hernandez.
2949 **Roseburg, OR**—Harvey H. Sturdevant, Joseph James Pospisil III.
3038 **Bonner, MT**—Cyril J. Dusek.
3091 **Vaughn, OR**—Russell G. Stewart.
3099 **Aberdeen, WA**—Jack McCloskey.
3161 **Maywood, CA**—Antonio Trifiletti, George C. Rios, Jose A. Barela, Lorenzo Scancarello.
9042 **Los Angeles, CA**—Gannel I. Kibby (s).
9074 **Chicago, IL**—Russell R. Faber.

Undocumented Workers

Continued from Page 7

Los Angeles area is that of families being split. "We are running into situations where the man qualifies under the law but part of the family doesn't. Maybe the wife or some of the children have not been here long enough," pointed out Vergara. "Now the end (the deadline) is upon us."

IAP recently began promoting an Associate Union Membership Program. Members are foreign-born workers who have already been helped at IAP. These workers can join with others like themselves to fight for their right to stay and earn a decent living in this country. Dues for joining the organization are $20. If a fee was paid to IAP when the applicant filed amnesty papers, the membership is free for a year.

Membership benefits, under the AFL-CIO's Union Privilege Program include a newsletter with the latest news on immigration, low airfares and discounts on hotels when traveling, 30% discount on legal services, low credit card rates on a no-fee MasterCard which has been made available, term life insurance and possible benefits on prescription drugs, disability, auto, home and health insurance. Details on these last items have not been worked out at the present.

IAP in conjunction with the Coalition for Humane Immigration Rights of Los Angeles, recently sponsored a seminar on handling what they call the Spring Rush and the high volume cases expected. They discussed the client service model and covered points such as scheduling, budget consideration, interviews with individual clients and a document assistance workshop. During the afternoon session they covered legal issues agencies face such as the minimal level of documentation, criminal convictions, waivers and continuous residence.

Unions in each area of the country, South Florida, Houston and Los Angeles, are meeting the needs of its union members and the greater community. They are all looking toward the final deadline of May 4 to make sure all those eligible have filed.

THE E-Z BOB

An American firm has produced and is marketing a tool which offers a new twist to the age-old problem of plumbness. Called the E-Z Bob, it consists of two cross-shaped dies which are tacked to the upper and lower points of walls, posts and columns and give quick and accurate readings, regardless of the height to be checked. E-Z Bob's patented design allows for a one-man operation. You can plumb corners in both directions at one time. For example, you attach the two cross-shaped dies to the top and bottom of any length 2″ × 4″, drop a conventional plumb bob and quickly align your work at the center point of the lower cross die.

The dies are made of 319-grade aluminum that won't bend, pit or rust. They sell for $34.95 per set. In addition, there's a shipping and handling charge of $6.00. (In the event that the purchaser has a sales tax exemption number, the number must be submitted when ordering, and a California sales tax of 6½% must be added.) We are told that E-Z Bob will accept Mastercard, Visa or personal checks. Allow 3-4 weeks for delivery. Special orders for next-day delivery will be accomodated at your expense. Satisfaction guaranteed.

For more information or to order: E-Z Bob, 24310 Moulton Parkway, Laguna Hills, Calif. 92653. Telephone: 714/830-4674.

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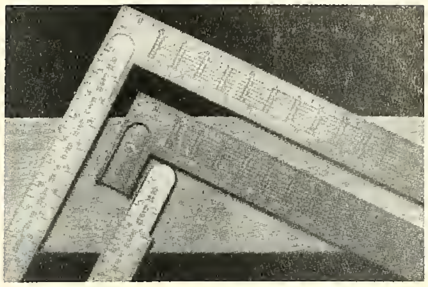
TWO-PART SQUARE



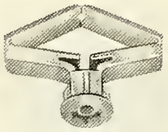
In our December issue we described for our readers an antique framing square, belonging to a Texas member, which comes apart at its apex and fits into a tool box. We commented that such a tool would be handy today.

Well, it turns out that Ron Richard of Marshfield, Mass., already has just such a tool, shown above, on the market. Called the Richard Bi-Square, it's made of high grade aluminum, has a durable anodized finish, is 3/16″ thick and locks tight through dovetail joinery, by means of a spring steel clip. The Bi-Square contains rafter tables, Essex board measure, brace measure and an octagon scale.

The Bi-Square is available for $44.95 (Massachusetts residents add 5% tax.) from the Richard Tool Company, P.O. Box 1427, Marshfield, Mass. 02050.

PLASTIC TOGGLE

Barrett Manufacturing, Chicago, Ill., has just introduced a versatile plastic toggle which can be used in any kind of ceiling or wall.



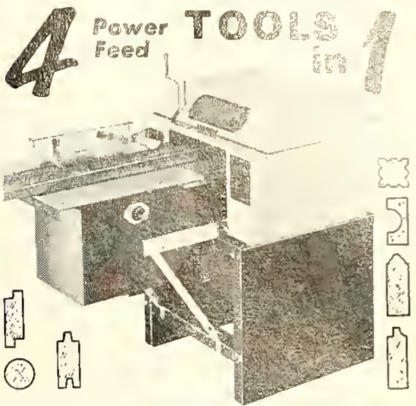
Perfect for contractors, electricians, maintenance people and home handymen, Barrett's new toggle has dual-locking action to hold tight in hollow-wall applications. In addition, a special twist-off option means the toggle has positive grip action in solid wall or ceiling applications and in shallow walls where clearance is a problem.

The Plastic Toggle can be used with #8 through #12 self-tapping screws, is available in sizes to accommodate wall thicknesses of ⅜″–½″, ½″–⅝″, and ⅝″–¾″, and in boxes of 100 and cartons of 1000. The toggles are packed in sturdy, re-useable boxes with labels showing application and drill size.

For more information, contact Sales Department, Barrett Manufacturing, 4124 W. Parker Ave., Chicago, Ill. 60639. Phone: (312) 772-0785 or, toll free, 1-800-621-7522.

●

PLEASE NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



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New tax law leaves something to be desired

The CPAs, the tax consultants and the tax attorneys are happy, but who else?

A lot of American workers are doing their share of revenue enhancing, this month.

("Revenue enhancing" is the Reagan administration's term for paying taxes, as most of us interpret it.)

A lot of American workers are also paying H & R Block and other tax consultants to figure out what they owe under the new tax reform law. They have to. The new law is so complicated, particularly if you have to use the long form, that many of our members are shocked to discover that they owe Uncle Sam more than they anticipated.

And it appears from reports in the daily press that you can't get many straight or accurate answers from the Internal Revenue Service when you sit down to fill out a 1040 yourself. Even some of the IRS employees are confused, if we believe reports in the daily press.

There are tax breaks for many of the lowest wage earners, it's true, but for that great majority of taxpayers defined as the middle class—and that means union members, for the most part—the heavy tax burden is still there. There are few funds for investment or charity left, after the tax collector comes around.

Justice Oliver Wendell Holmes once stated in a Supreme Court decision that "taxes are what we pay for civilized society." If this be so, the wage earners of the United States are still paying more than their fair share of the revenue which pours into state and federal coffers for society's purposes. Many tax loopholes still exist, and the society we're paying for is that of the nation's growing number of multimillionaires and billionaires.

As one long-suffering citizen put it after looking at his bank balance on April 15, "A taxpayer is a person who doesn't have to pass a civil service exam to work for the government." We're all working for the government now.

This is the time of year when the hard losers in our midst vent their anger on the tax collectors by sending in "the shirts off their backs" and packages of taped bandages, which are supposed to show how much it hurts.

One taxpayer included a handful of buttons with his return. "You got the shirt last year," he explained.

None of us are naive enough to believe that we can get by without paying taxes. We must have the services government provides. However, the working population is paying its share, and, in most cases, more than its share.

Our complaint with regard to the current tax situation is twofold: We don't always like where the tax revenue is coming from, and, secondly, we don't like where much of that revenue is going.

Soon after President Reagan took office, his administration began talking about corporate tax incentives as a way to relieve the tax burden. The government wouldn't have to raise taxes, we were told. In fact, it could reduce taxes. The theory was that by reducing taxes on corporations, these big corporations would plow that extra money made available to them into plant expansions, new products, more jobs. More people would have money in their pockets, and, thus, there'd be more individual income tax revenue going into the U.S. Treasury, which could be disbursed to all the common needs.

Well, it didn't work out that way. Stockholders got higher dividends, corporation executives got more bonuses and when they were ready to retire they got additional bonuses called "golden parachutes." In some cases the additional savings in corporate taxes enabled companies to move their manufacturing plants either overseas or to "union-free environments." The whole proposition was what Vice President George Bush once called "voodoo economics."

What resulted from all this was not a happy and prosperous nation, as was predicted, but a nation with the highest budget deficit in its history, a nation in debt to other nations for the first time in its history . . . More people were employed serving hamburgers and working for low wages in retail stores, but steel mills began to rust and more automobiles, TV sets and household goods began flooding the U.S. market from overseas, displacing more and more U.S. workers each year.

The huge and continuing budget deficit hung like a cloud over the U.S. Capitol when lawmakers were attempting to reform the nation's tax laws in 1986. All legislators agreed that more revenue was needed, and all reluctently agreed that budget cuts were needed, too, if the nation was ever to live within its income. The drastic Graham-Rudman Act was passed as an emergency measure in order to keep the government functioning. At that time, legislators had the double trouble of trying to reform the tax laws to relieve the tax burden on lower and middle income taxpayers, while squeezing more revenue from taxpayers in general.

It appears on April 15, 1988, that they didn't succeed. They should go back to the committee rooms and the special-interest bargaining tables and do some more reforming.

The AFL-CIO stated at its convention, last year, "The causes of the federal budget deficit are well known and straightforward: the unwillingness of the Reagan administration to levy adequate (and we might add, fairly distributed) federal taxes and its insistance on excessive military spending. Spending on domestic social programs has been severely cut, while the deficit has soared."

The major flaw in the Tax Reform Act of 1986, as labor sees it, was its failure to raise revenue across the board—revenue adequate to pay for the cost of government.

"Proposals by House Speaker Jim Wright and others to freeze federal income tax rates at their 1987 level would raise $22 billion in additional revenues—90% of which would come from taxpayers with incomes of $100,000 or more," an AFL-CIO resolution stated. "Closing loopholes that evaded tax reform last year (i.e., 1986) could also provide additional revenues to reduce the deficit."

The Federation called upon Congress to take action against a number of loopholes that remain available to wealthy individuals and corporations despite passage of the Tax Reform Act. These steps would include, but would not be limited to, eliminating "completed contract accounting" for defense contractors (which permits them to reduce their taxes), limiting special treatment for the farm income of huge agribusinesses and the losses to family farmers and taxing capital gains at death. The AFL-CIO also called upon Congress to "redouble its efforts to eliminate wasteful and unnecessary military spending."

The Congressional Budget Office in Washington recently made a study of tax revenues across the U.S., and it found out what many of us already suspected: The rich are getting richer and the poor are getting poorer. Although income tax rates are down since 1977, the Congressional Budget Office study found that hidden tax increases in the form of employment taxes and excise taxes have increased the total tax burden almost 17% for the poorest 10% of taxpaying families, while the overall burden of the wealthiest 10% of the population is 6% below what it was in 1977.

Employment taxes, of course, include payments into the Social Security fund withheld from each wage earner's paycheck and matched by the employer. The Social Security tax is steadily going up, and it falls heavest on low and middle income workers.

As things stand, Congress will probably have to consider increased taxes in the years ahead . . . once the November elections are over. Senator Dale Bumpers of Arkansas puts it this way:

"There are roughly 500 functions of government. Seven of these are 'sacred cows'—defense, Social Security, medicare, medicaid, interest on the debt, civil service pensions and veterans' pensions. Nobody wants to vote to cut any of those functions. If you not only cut the other 493 functions but totally eliminated them and just funded those seven sacred cows, you would still have a deficit of $56 billion."

Clearly, the nation's think tanks have their work cut out for them in the months ahead, if the budget deficit problem is to be resolved.

Sigurd Lucassen

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General President

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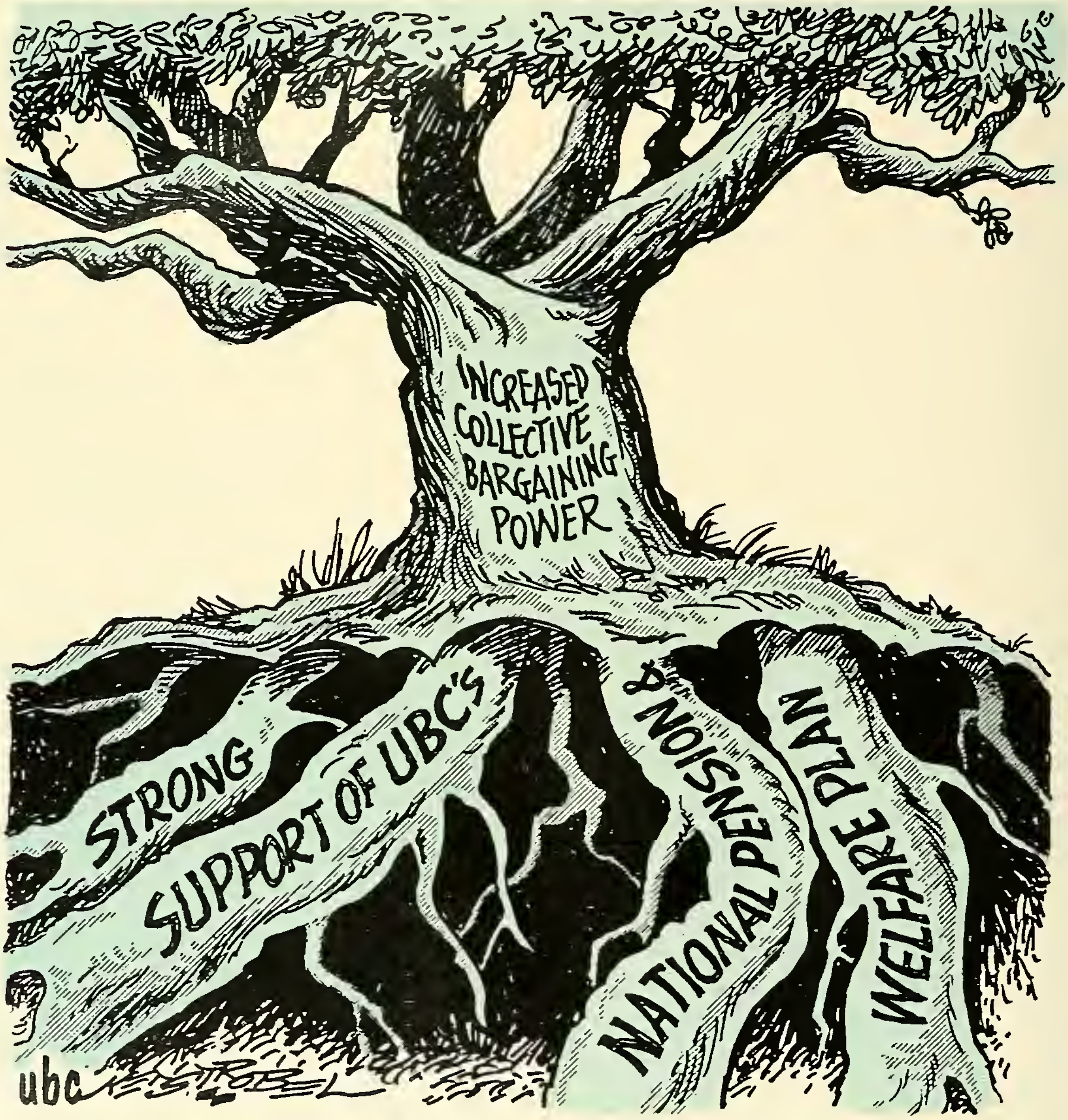
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May [illegible]

CARPENTER

United Brotherhood of Carpenters & Joiners of America Founded 1881

Bipartisan action paves the way for expanded home construction

SEE PAGE 3

Forest industry negotiations open in the West

SEE PAGE 11

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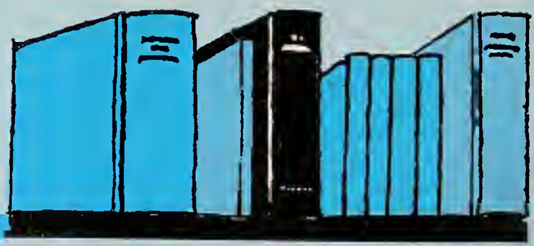

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Laminated wooden beams, often called glulam timbers, have replaced heavy metal for the framework of many construction projects today. They form arches above countless gymnasiums and auditoriums. They become the girders in thousands of warehouses around the world.

They're installed by members of the United Brotherhood, who work frequently with engineers trained to handle the cranes which lift the heavy beams into position.

The UBC member on our cover uses an impact wrench to tighten nuts and bolts which will tie various structural units together.

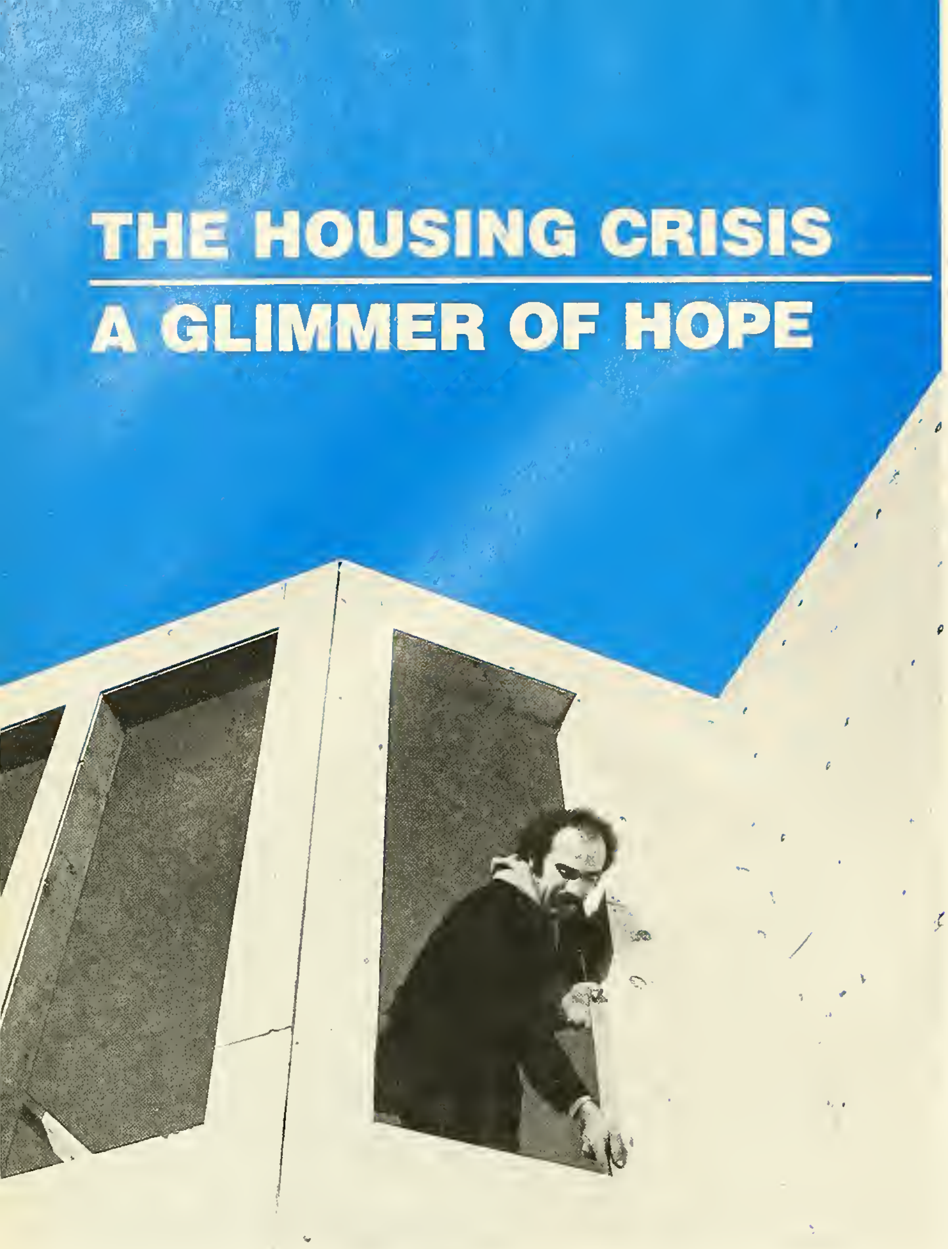
In heavy timber and pole construction post-and-beam principles are applied to large buildings and structures and to small bridges and piers. This type of construction is one of the oldest methods used in North America, and in recent decades it has become increasingly popular because of the availability of new adhesives which secure layers of wood more firmly than ever before. Improved technology for glulams is opening up increased areas of employment for United Brotherhood members. One advantage of laminates for architects and builders in that they can be created in many curvatures and special shapes.

Laminated timbers are usually made from softwood lumber. Some of the species used are Douglas fir, southern pine and California redwood. The lumber is kiln dried before being glued together. Its moisture content must not exceed 16%. *Photograph from the UBC Apprenticeship and Training Department.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

THE HOUSING CRISIS

A GLIMMER OF HOPE



Bipartisan action paves the way for expanded home construction

The nation expressed its commitment to "a decent home and a suitable living environment for every American family" in the Housing Act of 1949, and Congress reiterated the pledge in subsequent legislative initiatives to increase the supply of affordable housing.

The growing squeeze on housing that middle and low-income Americans can afford to rent or buy, during the past five years of economic expansion, clearly demonstrates the failure of the market to serve this basic human need for millions of citizens.

Dedicated to the proposition that growth and the free market provided the solution to such problems as the shortage of housing and jobs, the Reagan administration initiated sharp cutbacks in federal housing and other domestic programs.

In fact, funding for housing programs was cut back more than any other major program, nearly 60% since Reagan took office. The White House consistently has sought even more drastic cutbacks and wholesale elimination of some housing programs.

Also, almost the entire focus of federal housing assistance now is placed on subsidizing rents in existing housing as construction of new low-cost housing has slowed to a crawl.

Several economic trends underlie the growing housing crunch. They include rapidly rising rent levels, the destruction or conversion of affordable rental housing through development, high real interest rates which dampen homebuilding and homebuying and declining real incomes.

Currently there are some 8 million low-income renter households that require housing which rents at or below about $200 per month to maintain a 30% rent-to-income ratio, according to the National Low-Income Information Service. Yet only about 4 million units now rent at or below this level, leaving an "affordable housing gap" of about 4 million units—a huge 120% increase in the gap since 1980, the LIHIS said.

Federal housing programs now help to shelter about 4 million moderate and low-income families, or one renter household in 10. Yet at least twice this many households need and are eligible for subsidized housing but are not able to obtain it due to lack of funding, according to the LIHIS.

An LIHIS study showed that in 1980, 10 states actually had more units renting at an affordable price than needed to serve their population of low-income tenants. But by 1985, it said all 50 states were experiencing a shortage of affordable housing.

As a result of budget cuts, the number of additional subsidized units provided under federal housing programs has dropped from 321,000 in 1981 to 78,000 in the current fiscal year.

Construction of new housing has been hurt the most by the cutbacks. During most of the 1970s, nearly 100,000 new units were added to the low and moderate-cost housing supply under federal programs. For this fiscal year, Congress provided funds for just 18,000 new units, a slight increase over last year.

The stock of subsidized housing has been threatened by the exit of private landlords from federal programs. Under

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* The illustration above is from the front cover of a recently-revised reference manual for structural wood panel specifiers and users in residential, commercial and industrial construction, which is available from the American Plywood Association.

"APA Design/Construction Guide: Residential & Commercial" contains up-to-date information on panel grade designations, including APA Performance-Rated Panels, specification practices, building requirements for fire and wind resistance and finishing methods. The full-color, 56-page guide includes detailed photos and drawings illustrating the use of APA panel systems in floor, wall and roof construction.

For a free single copy of "APA Design/Construction Guide: Residential & Commercial," write the American Plywood Association, P.O. Box 11700, Tacoma, Washington 98411 and request form E30J.

the terms of these programs, landlords often can escape their obligation to maintain low or moderate-cost housing when their contracts expire after periods ranging from five to 20 years. It often is more profitable to convert their units to market-price rentals or condominiums, or to sell their property for commercial development.

As a result of this situation, the General Accounting Office reported to Congress that as many as 900,000 units of federally-subsidized housing could be lost in the next ten years.

For an increasing number of families, the consequence of these dry statistics is homelessness. Overcrowding among low-income renters sharing inadequate housing adds up to an even more extensive and largely undocumented problem of "hidden homelessness."

On the bright side, Congress finally has begun to stir. Just before adjourning the 1987 session, the House and Senate approved the first free-standing housing authorization bill since 1980. In the intervening years, the then-Republican-led Senate and the Democratic House were deadlocked over what role the federal government should play in the growing housing crisis.

The bipartisan legislation assures continuation of housing and community development programs that were running out of funds and which the administration had sought to abolish. It provides incentives to owners of low-cost rental units to continue to make the housing available after their legal commitment to do so has expired, and provides many tenants with a year's warning and other protections. In addition, it launches an innovative pilot program to help moderate-income families become homeowners. This modest step, it is hoped, will serve as a building block for the action needed to cope with a national crisis.

$30.3 billion for housing and community development

Congressional enactment of the first free-standing housing bill since 1980 revives the nation's commitment to maintain affordable housing and paves the way for an expanded commitment in the coming years, according to housing experts.

Just before adjourning last December, Congress passed the Housing and Community Development Act of 1987, which authorizes $15 billion in the current fiscal year and $15.3 billion in Fiscal 1989 for housing and community development programs. Final enactment of the bipartisan compromise legislation came on a voice vote by the Senate and a House vote of 391–2.

Although the amount of the funding authorization is about the same as the Fiscal 1987 level, the success of the legislation marked the end of a seven-year partisan stalement on the housing issue. It also represented a repudiation of the Reagan administration's attempts over the years to terminate the federal role in providing low-cost housing.

Since Reagan took office in 1981, housing programs have been continued year to year, at reduced funding levels, as part of catch-all "continuing appropriations" resolutions. In the past six years, federal housing assistance funds were cut by nearly 60%, and funds for construction of low-cost housing slowed to a trickle.

The legislation also is significant in establishing a pilot homeownership program which labor experts hope will be a model for a large-scale program in the future. Moreover, the new law discourages the wholesale displacement of families who live in nearly 1 million federally-assisted housing units which are threatened by conversions or sale.

The pilot program, called Nehemiah Housing Opportunity Grants, involves construction of mostly single-family homes by non-profit organizations, including unions, with local governments providing the land. The Bricklayers and Laborers have pioneered a similar program in Boston.

Under Nehemiah, $25 million is authorized this fiscal year and $100 million in Fiscal 1989 for the construction of a 8,300 units. Those who otherwise could not afford homeownership will receive a no-interest loan of up to $15,000 toward the purchase of the home, to be repaid when it is resold.

Tenants of publicly-assisted housing have become increasingly vulnerable to displacement by owners who sell or convert their federally-subsidized property to condominiums or market-priced rental units. By prepayment of the underlying mortgage after a period of 15 or 20 years, these owners often can escape their legal commitment to maintain their units as low-cost rentals.

The new law provides financial incentives to owners to maintain their low-cost housing as well as a waiting period and other restrictions on sale or conversion. Tenants faced with displacement would be assisted in purchasing their units.

The law increases from 51 to 60% the Community Development Block Grant funds that must be spent on projects benefiting low and moderate-income persons. These block grants, totaling $2.9 billion this fiscal year, go to urban areas for public improvements and for rehabilitating low-income housing.

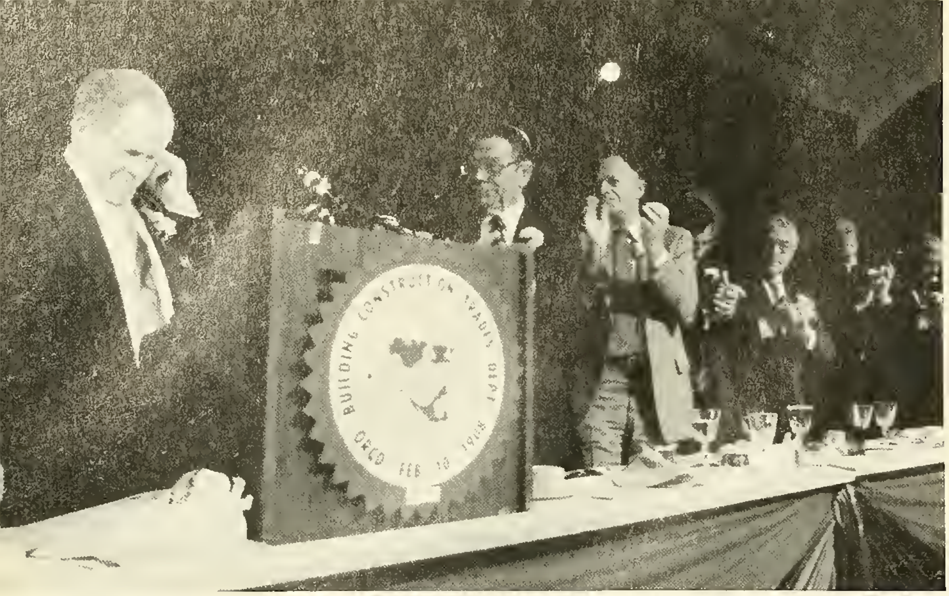
Both the House and Senate had passed similar housing bills in the 1987 session by overwhelming bipartisan majorities, and approval by a veto-proof margin seemed assured after a House-Senate conference trimmed spending ceilings to stay within budget guidelines. The House passed the conference agreement by 391–1.

But the legislation appeared dead for the year after it was snagged by a procedural maneuver led by Senator William Armstrong (R-Colo.) and other conservative Republican opponents. They raised a technical point of order that required 60 votes to overcome and bring the House-Senate conference report to a vote. Senate Democrats, five of their number breaking ranks, fell three votes short.

President Reagan, meanwhile, had summoned Senate Republican leaders and said that passage of the housing bill would expand the budget deficit and send a "terrible signal" to the financial markets in the wake of the stock market crash.

But the bill's chief sponsors, Alan Cranston (D-Calif.) and Alfonse D'Amato (R-N.Y.), then went to work with House Banking Committee Chairman Fernand J. St. Germain (D-R.I.) to shape a new compromise that caused the White House to back off from a veto threat. The bill passed both houses minutes before adjournment in the early morning hours of December 22.

As the legislation moved toward final action, the National Low-Income Housing Coalition delivered an open letter urging its passage. It was signed by more than 1,600 national, state and local groups, including labor, minority, senior, homeless, religious, community action, homebuilders, realtors and mortgage banking organizations.



Retired President Campbell is overwhelmed by the applause afforded him by those attending the testimonial dinner. Beyond the rostrum are First General Vice President John Pruitt, who served as master of ceremonies; Kenny Young, representing the AFL-CIO; Building Trades President Robert Georgine; Congressman Mario Biaggi and other dignitaries.

Retired General President Campbell honored at Washington testimonial

A host of friends, associates and family paid tribute to retired General President Patrick J. Campbell at a testimonial dinner, April 12, in Washington, D.C. They filled the International Ballroom at the Washington Hilton Hotel to capacity to honor Campbell's 42 years of dedicated membership in many UBC offices.

Many of the participants were in the nation's capital for the annual legislative conference of the AFL-CIO Building and Construction Trades Department, and some were also attending a special meeting of the Brotherhood's general representatives at UBC General Offices the next day.

Among the public officials and labor leaders joining in the tribute were Robert Georgine, president of the Building Trades; U.S. Senator Alfonse D'Amato of New York; New York Congressmen Ben Gilman and Mario Biaggi. Kenny Young brought a message of best wishes from AFL-CIO President Lane Kirkland, who was ill. Also unable to attend because of illnesses were General Presidents Emeriti William Sidell and William Konyha.

Master of ceremonies for the occasion was First General Vice President John W. Pruitt. The invocation was delivered by a lifetime friend of the honored guest, the Rt. Rev. Msgr. James F. Cox.

Highlights of the evening were special tributes by members of the Campbell family. A granddaughter, Katie Campbell, played a flute solo, and daughter, Cynthia McGuire, sang a version of "Danny Boy" rewritten especially for her father.

The guest of honor retired as general president of the Brotherhood on February 1 after serving more than five years in the highest office. He was succeeded by First General Vice President Sigurd Lucassen, who moved up under provisions of the international constitution and laws. Lucassen and each of the other general officers, in turn, paid tribute to Campbell.

Members of the Campbell family, including wife Bettie, fourth from left, two sons, a daughter and their spouses, and six grandchildren. Former General President Campbell holds his youngest granddaughter.

First District Board Member Joseph Lia presents Mrs. Campbell a bouquet of flowers on behalf of the General Executive Board.

U.S. Senator Alfonse D'Amato, center, reminisces with the guest of honor of days working together in New York.

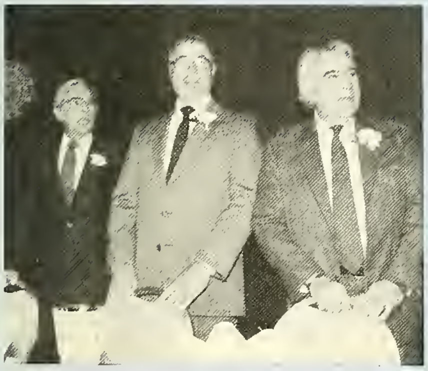
Paschal McGuinness, president of the New York City and Vicinity District Council, extends the council's best wishes.

Robert Georgine, president of the Building Trades and a Brotherhood member, tells the audience of Campbell's union efforts.

Campbell's granddaughter, Katie Campbell, performed a surprise flute solo for her proud grandfather.

The Rt. Rev. Msgr. James F. Cox of New York, who delivered the invocation, offers best wishes to his longtime friend.

Campbell's daughter Cynthia was also on the dias to sing a special song she composed for the occasion.

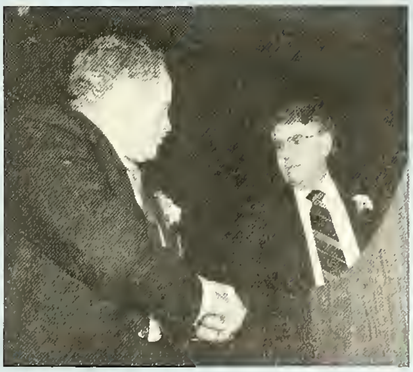


Second General Vice President Dean Sooter, Building Trades Secretary Joe Maloney and Congressman Mario Biaggi.

General President Lucassen describes his long association with the guest of honor and praises his union dedication.

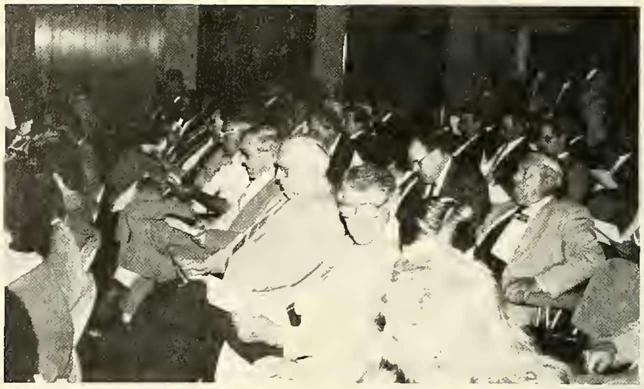
The newest general officer, First General Vice President Dean Sooter, presents a gift from the general executive board.

General Secretary John S. Rogers confers a gold card for lifetime membership on the retired general president.



General Treasurer Wayne Pierce adds his best wishes to those of the other dignitaries on the platform.

A hug from granddaughter Katie warms the heart of the guest of honor, as Vice President Pruitt joins the applause.



Second General Vice President Dean Sooter, above left, opened the sessions in the General Offices auditorium. Each representative was presented with a bound copy of the UBC Constitution and Laws by First General Vice President John Pruitt, standing beside the platform. Representatives were present from all 10 districts, covering the United States and Canada.

Conference for representatives

Among those instructing the representatives on specific issues concerning the membership were, from left, General President Lucassen, General Secretary John Rogers, Research Director Lew Pugh, Special Programs Director Ed Durkin and Organizing Director Mike Fishman. There were other staff instructors, as well, during the two days of instruction.

Representatives of the General President assigned to work all over North America assembled at the General Offices in Washington, D.C., April 13 and 14, for two days of special instruction on matters of concern to the membership. The fulltime representatives heard from all of the general officers as well as from department heads and staff on organizing plans, political action and administrative procedures to be used in day-to-day activities. It was General President Sigurd Lucassen's first opportunity to speak directly to the entire group, and he emphasized his determination that the United Brotherhood will continue to grow and expand its activities in the years ahead.

Most of the representatives arrived in Washington earlier in the week to attend the annual legislative conference of the AFL-CIO Building Trades Department and the retirement dinner held for former General President Patrick J. Campbell.

HOUSE-RAISING WALK '88

1200 MILE WALK • 120 HOUSE WORK PROJECTS

Jimmy Carter will kick off House-Raising Walk '88 by leading two volunteer work teams—the first in Philadelphia, June 20–26, and another in Atlanta, June 27–July 3. The former president, shown at left, is an ardent supporter of Habitat's international ministry as well as a person who enjoys the craft of carpentry.

WHILE a majority of U.S. households enjoys the highest housing standards in the world, the number of Americans unable to secure decent and affordable housing is growing at an alarming rate, according to a recent report of the Joint Center for Housing Studies at Harvard University.

Low-income households, particularly single-parent households with children, and young couples trying to buy their first home, are among the biggest losers in the housing market, the report concludes.

It'll be this way as long as land speculators and real estate syndicates continue to push mortgage interest rates upward and inner-city landlords continue to bleed their tenants.

Twelve years ago, a non-profit, volunteer organization began to do what it could to help the nation and the world's housing poor. Called Habitat for Humanity, it "dares to demonstrate that people with the means to help do not have to accept the inadequate shelter of others."

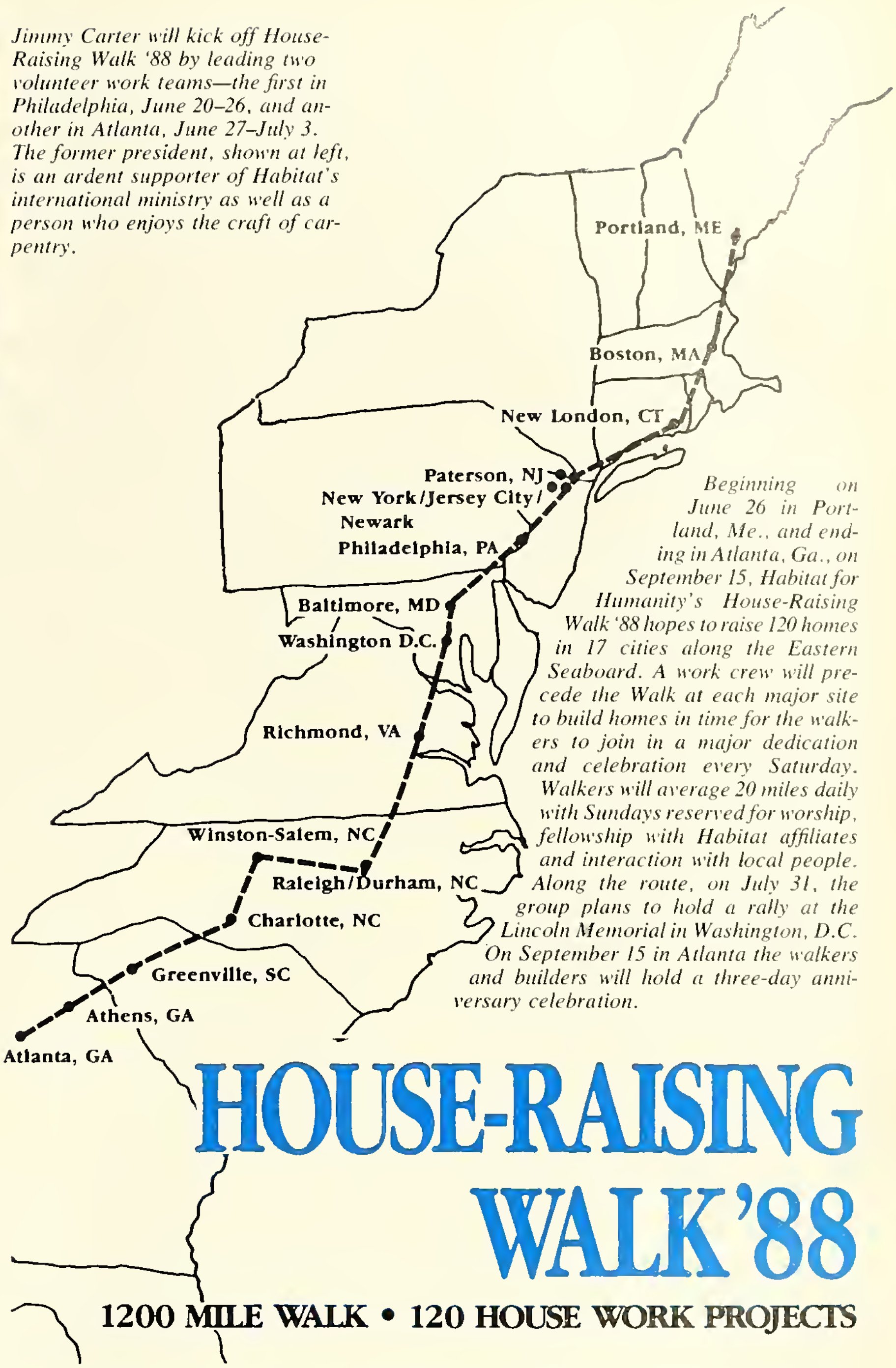
Habitat got its biggest boost seven years ago, when President Jimmy Carter left office. Only a few months after his retirement to Plains, Ga., the former chief executive and his wife Rosalynn, were hammering away in the Bronx, N.Y., with teams of construction volunteers, including many members of the United Brotherhood's local affiliates in the New York City area.

In 1983 Habitat for Humanity held a house-raising walk from Americus, Ga., its headquarters, to Indianapolis, Ind. In 1986, the walk stretched from Americus to Kansas City, with low-income housing restored all along the way.

Starting June 26, this year, Habitat walkers will hike 1200 miles from Portland, Maine, to Atlanta, hoping to raise or rehabilitate 120 homes in 12 weeks. They also hope to raise $1.2 million toward building more homes, "making decent housing for everyone a matter of conscience."

The Carters will be working with Millard and Linda Fuller, founders of Habitat for Humanity, and a team of volunteers in Atlanta, hoping to complete 20 homes in Atlanta in five days.

There are Habitat affiliated projects in 42 states and in three communities of Canada—Owen Sound, Ont.; Winkler, Man. and Winnipeg, Man.—plus one project for the poor in Alexandria, South Africa. There are more than 240 affiliate projects in the U.S. and Canada, we are told and more than 50 projects in 25 developing countries.



Beginning on June 26 in Portland, Me., and ending in Atlanta, Ga., on September 15, Habitat for Humanity's House-Raising Walk '88 hopes to raise 120 homes in 17 cities along the Eastern Seaboard. A work crew will precede the Walk at each major site to build homes in time for the walkers to join in a major dedication and celebration every Saturday. Walkers will average 20 miles daily with Sundays reserved for worship, fellowship with Habitat affiliates and interaction with local people. Along the route, on July 31, the group plans to hold a rally at the Lincoln Memorial in Washington, D.C. On September 15 in Atlanta the walkers and builders will hold a three-day anniversary celebration.

Individual volunteers, local unions and other groups have worked with Habitat in a number of different ways.

By far, most volunteer work takes place in the volunteers' home communities or in areas near their homes. There are more than 240 projects now operating in North America. Each of these welcomes donations of time and skills.

Sometimes individuals or groups spend a week or more building houses at a project that is not in their area, projects organized by churches, colleges or family groups.

For the individual who can give more time and temporarily relocate, there are other opportunities. In Americus at the international headquarters, volunteers are asked to make a one month or longer commitment. They receive housing and utilities. A food stipend and insurance are also available. Opportunities are in the areas of construction, accounting, computer science, administration, publicity, fund raising, photography, graphic art, personnel, child care and many others. Many affiliates are also seeking long term volunteers in construction and administration, and some can offer some housing or basic compensation.

Habitat International Partners serve three-year terms in one of 25 participating third world countries. Their work involves construction, management, accounting, and community building.

Anyone interested in becoming involved should contact the Habitat for Humanity office at Habitat and Church Streets, Americus, Ga., 31709. Or call 912-924-6935, for more information.

Washington Report

CONGRESSIONAL SCOREBOARDS

The U.S. Chamber of Commerce and the AFL-CIO, organizations usually on opposite sides of the legislative fence, recently issued separate scoreboards on the voting records of U.S. Congressmen and Senators. Congressional Republicans averaged a rating of 81.1% "right" by the Chamber but only 20.9% by the AFL-CIO. Democrats in the Congress, however, averaged a Chamber rating of only 33.7% in their voting records, and a 78.9% were "right" votes among the Democrats as far as the AFL-CIO was concerned.

The Chamber reported that former Republican presidential candidate Pete duPont, while he served in Congress, got the lowest business rating and the highest labor rating among this year's GOP's presidential hopefuls. He earned a Chamber rating of 60% and an AFL-CIO rating of 29% during his six years in office from 1970 to 1976.

Sen. Robert Dole, Kansas Republican, earned a Chamber rating of 84% and labor rating of 16%; Rep. Jack Kemp of New York, 83% and 18%; and Vice President George Bush, 81% and 9% during his years as a congressman from Texas.

On the Democratic side, Rep. Richard Gephardt of Missouri received a Chamber ranking of 30% and an AFL-CIO ranking of 81%.

Sen. Albert Gore of Tennessee received 33% and 88% rankings; Sen. Paul Simon of Illinois, 26% and 90%; and former Sen. Gary Hart of Colorado, 23% and 82%.

SEPARATE JOB SAFETY AGENCY

The building trades are asking Congress to establish a separate worker safety and health agency for the construction industry.

To buttress their request, industry spokesmen have cited the failure of OSHA to adequately protect tradesmen on the job, in particular recounting the death of 28 hardhats in last April's building collapse in Bridgeport, Conn.

It was pointed out that the Construction Safety Act of 1969 was enacted because more than 2,800 building trades workers were killed on the job in 1968. That figure is even higher today, as construction deaths account for 26% of all on-the-job fatalities compared to 15% in 1968.

SMALL BUSINESS PENSIONS

The U.S. Department of Labor and the Small Business Administration announced jointly last month that they are launching a stepped-up campaign to persuade small-business owners to establish voluntary pension programs for their employees.

The two agencies, working with the Pension Rights Center, a Washington-based advocacy group, and the Association for the Advancement of Retired Persons, have produced a booklet on how small businesses can establish Simplified Employee Pensions, a 10-year-old program tailored for companies with 100 employees or less. The free, 12-page booklet is to be made available at all Small Business Administration offices across the country.

Statistics from the U.S. Census Bureau show that only 18.7% of salaried employees in firms with 25 employees or fewer were covered by employer-sponsored pension plans, down from 20.2% in 1979.

PROJECT OFFERS JOB BONUS

Between now and next October the U.S. Department of Labor and the State of Washington are conducting the first of two pilot programs to encourage the jobless to find jobs.

More than 12,000 unemployed workers in Washington State are offered the opportunity to collect cash bonuses of between $200 and $1,200 for finding productive, fulltime work during an eligibility period of between five and 13 weeks.

The Washington bonus projects are based on a similar project in the state of Illinois that received much attention last year. The Illinois experiment found that offering unemployed workers a bonus of $500 to find a fulltime job within 11 weeks reduced unemployment benefit payments in the state by $158 per person on the average and cut the duration of joblessness by more than a week.

A second pilot project will begin in Washington State next November, once the initial project is completed.

L'AMBIANCE TRUST FUND

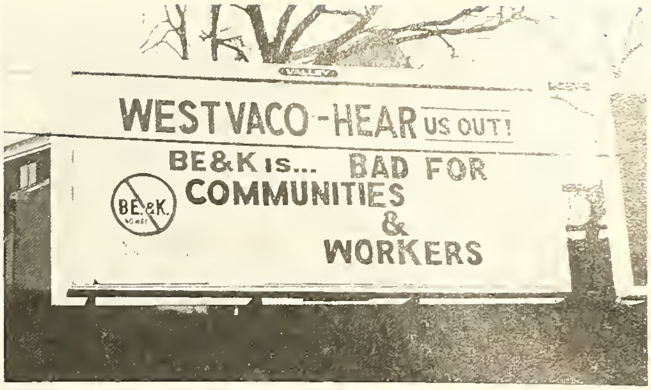
Legislation that would establish a trust fund for the families of the 28 workers killed at the L'Ambiance Plaza construction site in Bridgeport, Conn., last April, has been introduced in the Senate by Sen. Lowell Weicker of Connecticut.

Weicker's bill (S.2086) would use the $5.11 million in fines against the five contractors at the L'Ambiance construction site to establish the trust fund.

Normally, fines collected by OSHA would go to the U.S. Treasury. But Weicker charged that OSHA has failed in its duty to monitor construction practices at the site. Weicker said that "the failure of a federal agency to do its job should not result in a boon to the U.S. Treasury."

Weicker promised to focus senators' attention on the L'Ambiance tragedy when the Senate Labor and Human Resources Committee conducts oversight hearings on OSHA.

Rep. Christopher Shays (R-Conn.) is expected to introduce identical House legislation.


WESTVACO - HEAR US OUT!
BE&K IS... BAD FOR COMMUNITIES & WORKERS
BE&K

Hundreds of UBC members and other Building Tradesmen demonstrated recently at BE & K's corporate headquarters in Birmingham, Ala., upper left. A centrally-located billboard in Covington, Va., told local residents of the nationwide campaign against BE & K.

BE&K campaign now coast to coast

Company forced to explain anti-worker tactics

As the Brotherhood's campaign against BE&K expands and intensifies, the company is being forced to explain its anti-worker practices. Responding to growing community support for the campaign, BE&K has sought to refute the Brotherhood's claims of rate-busting and strikebreaking. Confronted with the problem of not being able to counter the charges with facts, the company is resorting to attacks on the Brotherhood and its campaign against it.

In Covington, Va., where a UBC and Paperworkers Union campaign against BE&K's presence at a Westvaco Company mill is ongoing, the company accused the Brotherhood of sending a squad of "hit men" across the country with information about the company's operations. In Orange, Texas, and Birmingham, Ala., company spokespersons were also pressed to defend the company's labor practices and responded with a blast against the labor campaign.

BE&K corporate headquarters picketed

Building Tradesmen and Paperworkers from throughout the South rallied recently at BE&K's headquarters in Birmingham, Ala. in a major demonstration of solidarity against the company. Hundreds of paperworkers from mills where BE&K has performed the work of striking and locked-out union members joined UBC business agents and members from towns throughout the South where BE&K is performing construction work. The message conveyed by the demonstrators was that through a united labor effort, BE&K will be forced to pay a heavy price for its anti-worker actions.

The Birmingham demonstrators moved from the BE&K headquarters to the offices of First Alabama Bancshares, where William Edmonds, BE&K's chairman, holds a seat on the board of directors. One hundred picketers marched in front of the bank, while smaller groups of handbillers distributed leaflets at branch offices of the bank throughout the city. Another rally at the bank was scheduled for late April, when the bank held its annual meeting of shareholders.

Coast-to-coast demonstrations reveal campaign's reach

For nearly a year, Brotherhood members in the San Fransico area have been leading the fight against BE&K at the USS-POSCO project in Pittsburg, Calif.

Continued on Page 25

In the San Francisco, Calif., area thousands of trade unionists joined a demonstration against BE & K there, protesting nonunion construction at nearby Pittsburg, Calif. At lower left, Presidential candidate Jesse Jackson spoke to the rally, at the request of UBC Pile Drivers and others.

PILE DRIVERS

At a special luncheon on the second day of the Building Trades conference General President Lucassen called upon UBC delegates to make appointments with their home-district Congressmen and home-state senators on behalf of pending legislation.

Army of UBC leaders join Building Trades in push for corrective federal legislation

Special luncheon stresses political action

ALMOST 600 UBC leaders were in Washington, D.C., last month on behalf of vital federal legislation affecting workers and the building trades.

They were attending the annual, five-day legislative conference of the AFL-CIO Building and Construction Trades Department and visiting their home state Congressmen and senators.

They were also gearing up for this year's national elections and doing battle on Capitol Hill for a double-breasting bill and safety and health legislation.

Building Trades President Robert A. Georgine said this year's elections present a prime opportunity to reverse the anti-labor agenda and "attitude" of the Reagan years.

In his keynote address to the more than 3,000 delegates to the legislative conference, Georgine said that "in his own way, Ronald Reagan did us all a favor. He taught us not to take anything for granted.

"He made us sharpen our skills and hark back to the old days when our forefathers had to fight for every single gain. . . . This election and the next four years will show whether we have learned anything from the past eight."

Georgine said the Reagan years have been marked by an "attitude that has made employers bold enough to think that they can trample on the rights of their workers at will. This attitude has elevated the dollar and the free market theory to almighty status in the eyes of some and enabled them to justify anything in pursuit of it."

However, Georgine added, "Our troubles did not begin with Ronald Reagan, nor will they end with his departure." He said "the responsibility for building a better nation for our people lies first and foremost with ourselves. We can work with our friends in both political parties. But in the end, it is up to us to make a difference."

Georgine urged the delegates to carry the "get out the vote message" back home with them so that the unions' "tremendous grass roots machinery" can work on behalf of candidates who support labor's legislative agenda.

Heading the BCTD's list of legislative priorities, said Georgine, is the bill to end the "living lie" of double-breasting in which union contractors open non-union subsidiaries to circumvent their collective bargaining obligations.

The House passed legislation to bar double-breasting in 1986 and again in 1987. The bill now is in the hands of the Senate where, said Georgine, "Now we find out if our support for those we considered to be pro-worker in the 1986 Senate elections will bear fruit. There is no issue more important to the integrity and the continuation of collective bargaining than double-breasting."

Another top priority for the building trades, Georgine said, is H.R. 2664, a bill which would amend the Occupational Safety and Health Act to allow local prosecutors to press criminal charges against employers who blatantly disregard the safety and health of their workers.

Enactment of H.R. 2664, Georgine said, "would be a positive step toward ending the tragic loss of life on America's construction sites." He said an average of 2,500 fatal accidents occur each year. "And this doesn't count our brothers and sisters who have died from job-related diseases or exposure to toxic substances," he added.

When a company fails to provide needed safety equipment or refuses to inform workers of on-the-job dangers, "it is not merely negligence. It is murder—murder prompted by greed and callousness. That is why we need H.R. 2664," Georgine declared.

Delegates to the four-day conference here also mapped out strategies on organizing, pension investment, apprenticeship and pipeline legislation.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told the delegates, "In this election year, replacing the Reagan administration and all its destructive policies has to be the top item on labor's agenda."

"Our aim," Donahue said, "is not just to replace a president who has ignored the interests of working people, but also to replace the governors, senators and representatives who have echoed his views, filibustered on behalf of his policies and voted to sustain his vetoes."

"Beyond the elections," Donahue continued, "we face the enormous task of cleaning up the wreckage of these eight years of decline and decay, and of restoring confidence in the integrity and direction of government agencies and programs that have been systematically undermined."

House Speaker Jim Wright (D-Texas) told the conference that the omnibus trade bill is needed to stop "the hemorrhaging of American jobs" and reverse a trade deficit which has turned the nation from being the world's largest creditor to the world's largest debtor during the Reagan years.

Wright said congressional enactment of highway and clean water legislation over President Reagan's veto was a start, but that a massive program is needed to rebuild the nation's declining public infrastructure. He said, for example, that more than 4,000 bridges have been closed as unsafe. He called for setting up a pay-as-you-go Build America Trust on the pattern of the Highway Trust Fund that built the interstate highway system.

Other speakers included Senators Bennett Johnston (D-La.) and Lowell Weicker (R-Conn.), and Reps. William Clay (D-Mo.), Marcy Kaptur (D-Ohio) and Joseph Gaydos (D-Pa.).

Forest industry negotiations open in the West

Contract negotiations covering almost 25,000 wood products workers in the Western states opened April 11 in Portland, Ore.

The Western Council of Industrial Workers and the International Woodworkers presented the employers with a 14-point proposal covering economic and key language issues. The two unions bargain jointly with the industry and coordinate with their southern counterparts under the U.S. Forest Products Joint Bargaining Board.

Members affected by these negotiations work in logging operations, sawmills, plywood mills, particleboard, sash and door plants and other wood manufacturing facilities.

"These negotiations are especially important," said Mike Draper, executive secretary of the Western Council, "because we have some gross injustices to correct and our members are fully prepared to do whatever it takes to achieve a just settlement."

The Western Council has carried out an 18-month campaign in the mills under the banner "Just Wait Till 88." It included educational meetings, membership surveys, protest button days and a one-on-one job canvassing program to enhance the union's communication network.

"We will be making full use of this one-on-one structure during the bargaining," said Draper, "to keep our membership up to date on negotiations. We've already prepared a canvass that lays out and explains the opening proposals made to the industry."

Since some of the companies extracted wage and benefit concessions two years ago, a theme of "economic justice with job security" has emerged at these contract talks. The union's proposal aims at full restoration of wages and benefits and with improvements beyond those restorations. The package also addresses the recurring problem of unemployment due to plant closings and sales by proposing an improved severance pay provision, transfer rights and a successor clause that would require a new owner to live up to the labor agreement.

A Brotherhood member, framed by the giant claws of a log stacker, unloads logs at an Oregon mill. Forecasts for 1988 indicate another strong year for timber company profits.

Western Council contracts cover a wide range of jobs in the forest products industry, including those of Harold Gratham, laying core, and Marjie Graves, plugging, both of which are work specialties in plywood manufacture.

The climate for bargaining is excellent, as the forest industry companies come off two of the most profitable years in their history. In 1987, for example, profits for a group of 25 forest products companies grew by 57% over 1986 profits.

In addition, forecasts for 1988 indicate another very strong year for timber company profits. Softwood lumber demand is expected to be very close to the record 48 billion board feet level reached in 1987. Increased production output is projected for treated lumber and waferboard, and the lumber export market will show continued growth. According to one forecast appearing in *Forest Industries* magazine, "Wood products exports will be extremely strong again in '88. Due to the weak dollar, exports will be up 15 to 20%. . . ."

These optimistic projections are being made despite the current slowdown in new housing construction. This is because the weakness in housing will hit multifamily units harder than single family homes (which consume up to three times as much wood volume as an apartment unit). In addition, the repair and remodeling sector will show the kind of strength that's made it the target of every major wood products company. This share of the lumber market has shot up from 20% in 1978 to 30% in 1987. That translates to some 15 billion board feet.

Finally, the share of Canadian lumber coming into the U.S. has declined due to the U.S. imposed surcharge on Canadian imports and the decline of the Canadian dollar against foreign currencies. This drop in value of the Canadian dollar has made Canadian lumber more cost competitive in Europe and Asia and has made Canadian producers less dependent on the U.S. market.

Midwest delegates lay plans for Great Lakes Regional Industrial Council

Sixty local unions from eight Midwestern states were represented at the March 27–28 meeting in Elgin, Ill., which kicked off the Great Lakes Regional Industrial Council. It was the first time UBC industrial locals of the Midwest had assembled to discuss mutual problems and common employers and to discuss ways of consolidating their strength for more effectiveness at the bargaining table.

Two hundred delegates assembled in the meeting room to hear presentations by several speakers concerning the advantages of forming a multistate regional council.

Dan Walbrun, UBC representative, indicated several benefits from a regional structure.

"Among the positive factors is the ability of a group of locals to establish common industry wage and benefit patterns, which leads to more uniformity between plants," he noted. "In addition, under a regional concept it is feasible to form broad health care and pension plans. These plans can achieve major cost savings while delivering an upgraded benefit package."

Walbrun also said that such plans are joint trustee plans and, as a result, give the union an equal voice in the determination of benefits, eligibility rules and appealed claims.

Mike Draper, executive secretary of the Western Council of Industrial Workers based in Portland, Ore., was a guest of the meeting and discussed the evolution of the regional industrial council covering the Western states. He said affiliation with the Western Council was always voluntary and that locals and district councils joined because they saw the value of speaking to lumber and plywood employers with a single voice.

"As you fight for common expiration dates," Draper noted, "you also add muscle to your position, and you then begin making breakthroughs in wages and benefits. It doesn't come overnight, but it does develop with commitment from the membership and a lot of education."

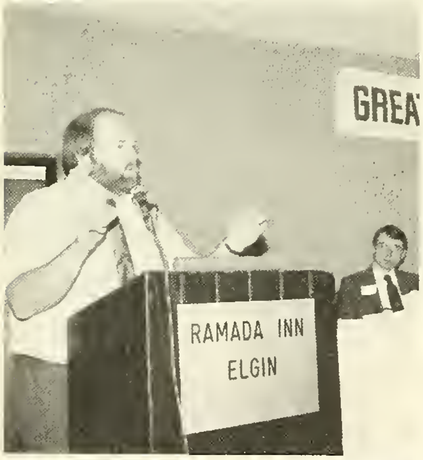
Four industry workshop sessions were held covering architectural millwork, production kitchen cabinets, windows and doors and miscellaneous groups. Two groups reviewed contracts and wage surveys of UBC agreements in their industries and their particular areas. The kitchen cabinet group progressed to the stage of listing bargaining goals that should be considered for all contracts in their field of work.

Charley Bell, president of the Great Lakes Council and executive secretary of the Indiana Industrial Council, chaired the meeting, stating "It is the responsibility of every delegate present to give a complete report on the Great Lakes Council to his or her local and to schedule a vote on affiliation."

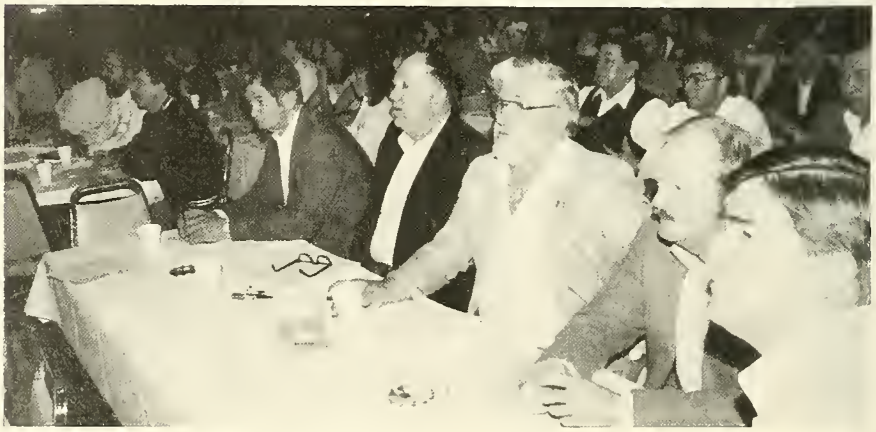
Before the meeting ended, delegates were asked to do several things when they returned to their home locals:

- Give a report on the Elgin meeting to local members,
- schedule a local meeting to consider affiliation with the Great Lakes Regional Council,
- contact the Great Lakes States office so that someone can be present at the meeting to answer questions about affiliation, and
- submit a resolution for affiliation and for a dues increase, so that if such action is necessary, it can be voted upon.

GREAT LAKES REGIONAL COUNCIL



Denny Scott, collective bargaining specialist of the UBC Industrial Department, upper photo, addressed the delegates gathered at the first convention of the Great Lakes States Regional Industrial Council. Mike Draper, secretary of the Western Council of Industrial Workers, third photo from top, also spoke to the assembled delegates. Present at the meeting were Charles Bell, president of the Great Lakes Council and executive secretary of Indiana Industrial Council; Bruce Baier, executive secretary, Midwestern Industrial Council; and Dan Walburn, international representative, lower left corner.



Corporate actions are like double breasting, House committee told

BY SUSAN ZACHEM
PAI Staff Writer

Mine Workers Local 2274 President Bob Dixon told a House labor panel how the Pittston Co. had created a web of some 32 subsidiaries to shift union mining operations to non-union mining subsidiaries.

The Connecticut-based company also contracted with small non-union coal operators with their own work forces to mine coal on Pittston-held lands to circumvent union contracts, Dixon said.

Dixon's and other workers' descriptions of "corporate shell games" to evade union obligations prompted Rep. William Clay (D-Mo.), chairman of the House Subcommittee on Labor-Management Relations, to compare the situation with double breasting in the construction industry. Clay said legislation similar to the ban on double breasting pending in Congress may be needed to block such anti-union maneuvers in other industries.

The use of contractors to keep out unions also was described by Ofelia C. Rico, a member of Service Employees Local 399 in Los Angeles. Rico said the Southern California Gas Co. ended its cleaning service contract with American Building Maintenance Co., which had an SEIU contract, in May 1987 and switched to a non-union building maintenance company. The gas company told the new contractor to fire the entire night crew, slash wages from $7.42 an hour to $4.50 an hour and cancel health insurance benefits.

Rico was hired to replace one of the 20 long-term unionized workers that lost their jobs in that shift. When she found out that the SEIU was organizing the new workers, she helped sign up members and picketed. In the middle of the new organizing campaign, the gas company again switched cleaning contractors for both the day and night shifts. Rico said she was fired in October 1987 for her union activities, which is illegal under labor law. Meanwhile, the "gas company—the real culprit—is off the hook," said Rico, because the National Labor Relations Board dismissed the union's charges against it.

Kathy May was one of 29 workers who lost their jobs at the Child World toy distribution center in Newburgh, N.Y., four weeks after voting for representation by Teamsters Local 445. May said their paychecks came from Performance Leasing, which contracted with Child World to run its operation, but "day-to-day orders" came from Child World's manager, she said.

After the election, Performance Leasing said their contract with Child World was cancelled and workers would have to reapply for jobs with the company, but none of the active union supporters were rehired, May said. The NLRB agreed to hear the union's unfair labor practice charge, but only because a supervisor agreed to testify that Child World actually gave the orders in the workplace, she said.

John F. Dickerson, an Electrical Workers' international representative, said the union defeated anti-union tactics by NCA, Inc., in Burlington, N.C., to win an organizing election.

After the election, NCA transferred work to another subsidiary of its parent company—Alphabet Co.—which refused to hire union workers laid off from NCA, Dickerson said. Alphabet subsidiaries manufacture automotive wiring harnesses for Packard Electric, a division of General Motors. Dickerson said Packard originally used Electronic Workers-represented employees to do the work in-house before it shifted to contractors like Alphabet.

The IBEW eventually reached a contract with NCA, but by the time the agreement was signed in May 1987, Packard Electric moved all of its final assembly operations to Mexico and the NCA plant was closed. However, NCA's non-union sister plant—MCR—continues to operate only 10 miles away, he said. He said the union suspects that some NCA work was transferred to the non-union MCR plant, but cannot prove it.

"As long as it is profitable for employers who are determined to thwart the protections and policies of the National Labor Relations Act, that's exactly what they will continue to do," said Dickerson. "And, with this new device of being able to play corporate shell games with multi-layered corporate structures, the employees will always end up the victims."

William McCadden, a tool and die maker represented by Machinists Lodge 967 in Auburn, N.Y., said the local ratified a "good" three-year contract with General Electric in July 1985. Two months later, GE announced a joint venture with Westinghouse and Mitsubishi and informed workers that the new company, Powerex, would take over the Auburn plant to manufacture and market items used to make power semi-conductors.

The union was forced to negotiate a new contract with Powerex that McCadden said was "extremely substandard," depriving members of cost-of-living, pension and plant closing benefits in the former GE pact. However, Powerex had told the IAM members they would be replaced if they struck. The NLRB ruled that Powerex was legally a successor company, with no obligation to adopt the IAM's contract with GE.

Meanwhile, Powerex laid off substantial numbers of workers at the Auburn plant, transferring the work elsewhere. Although the company denied plans to close the plant, McCadden said, "we have no reason to believe we are not being lied to again. Especially now that Powerex has gotten rid of any employee plant closing liabilities, we think the 'handwriting' may be on the wall. We know we can't turn to the NLRB, but we will continue our efforts to save the Auburn workforce from the results of this GE sham."

Skill training for America's work force in the Year 2000 . . . *what form will it take?*

The UBC answers five questions from the U.S. Department of Labor

What will it be like for wage earners in the Year 2000?

What skills will be needed?

Will apprenticeship be the form of skill training needed for all industries?

As the U.S. Department of Labor marks its 25th anniversary this year, and the 50th anniversary of the U.S. apprenticeship system, it considers the unknowns in the years ahead. The 21st century, the Year 2000, we are reminded, is only 12 years away.

Has America been moving in the right direction all these years as far as fitting the right people into the right jobs is concerned?

The Department of Labor, early this year, invited public comment upon its proposal to expand apprenticeship training to more industries and link apprenticeship more closely to the nation's education system. The United Brotherhood was among the organizations asked to respond to five basic questions posed by the Labor Department on this broad subject.

On February 17 the Labor Department held a hearing in Washington to receive comments on its proposed initiatives.

In delivering its testimony to federal officials, the United Brotherhood's First General Vice President John Pruitt pointed out that the craft skills of our union go back centuries to the founding of the craft guilds of Europe and that union apprenticeship today is a direct descendant of those early groups of artisans and workers. Pruitt then responded to the Labor Department's five questions:

Should/can the apprenticeship concept be broadened to all industries?

"We cannot assume that if apprenticeship works well for one that it should work well for all," the UBC spokesman stated. "So, to answer the question, two things should be considered: first, occupations within an industry must be apprenticeable. This means that industry establishes standards which are registered with the U.S. Bureau of Apprenticeship and that each occupation requires a level of knowledge and skill needed to maintain industry standards. Secondly, the industry must be willing to provide funding for apprenticeship.

"The fact of the matter is that many industries are not interested in full craft training. Occupations within those industries employ specialists rather than craftsmen. Apprenticeship has been around for centuries, and is proven effective for those crafts and trades which have traditionally valued well-rounded skilled workers and have used apprentices.

"If apprenticeship is the answer to the training needs of all industries, why is it that so many industries have never used it? The obvious answer is that many industries do not need, nor do they want, apprenticeship. So, **if broadening the apprenticeship concept to all industries means that government is going to put together a package complete with standards, curriculum funding and tax incentives, then we go on record as not supporting this initiative. Since effective apprenticeship requires an industry commitment,** we will support only the efforts of industries with occupations striving to set up valid apprenticeship programs and willing to put money and effort into doing so."

The second question posed by the "Apprenticeship 2000" initiative was:

What should be the limitations or parameters in terms of occupations of an expanded apprenticeship effort?

"The most successful apprenticeship programs are those which are affiliated with unions," Pruitt stated. "In fact, in most cases, the *only* apprenticeship programs are union programs! This goes back to a major premise of this paper, that a secure relationship between employer and worker, once exemplified by the European guild system, and now achieved through union representation and collective bargaining, is the basis for the survival of the apprenticeship concept. Today, that secure relationship still exists in our joint labor/management apprenticeship programs."

What should be the delivery system for an expanded apprenticeship system?

"Let it be a matter of record that the United Brotherhood of Carpenters is extremely concerned about any effort by government, whether it be the Bureau of Apprenticeship or the Department of Education, to alter the present delivery system of apprenticeship," we told the Labor Department.

"The delivery system to which we are referring is the joint labor/management committee which formulates standards of training, establishes related training curriculum materials, and has complete charge of the training of apprentices indentured to the committee. We would like to know just how BAT and the Department of Education propose to alter the system. Could it be that further Federal involvement would mean wage subsidy and tax incentive arrangements in order to increase the number of apprentices?

We agree with those that William Whittaker refers to in his paper who say that: '. . . subsidies and tax incentives are a stark departure from the apprenticeship tradition and are unnecessary . . . With financial support from the Federal Government . . . will come regulation, guidelines, . . . and excessive bureaucratization of what has been, essentially, an uncomplicated effort by labor and management working cooperatively.

Whittaker goes on to say that '. . . Some see a new mechanism for 'social engineering' to be managed from Wash-

"We do not support expansion of apprenticeship if it means altering any part of the existing apprenticeship system."

ington, D.C. Still others fear a fragmentation of crafts, weakening of craft traditions and an over-supply of workers for the jobs actually available.' "

What should be the role of government in an expanded apprenticeship system?

"The United Brotherhood of Carpenters thinks that government should continue to play the role which they have played since the enactment of legislation in 1937 setting up the Department of Labor's Bureau of Apprenticeship and Training. BAT should continue its division of occupational analysis for screening occupations requesting to be certified as apprenticeable; BAT should remain the national registering agency established by the National Apprenticeship Act; and BAT should continue monitoring programs to see that they remain in compliance with industry standards. We will support BAT in these areas. But **we will never support a move toward tripartite industry training boards as are used in some European countries today, because such boards would establish government as an equal partner in apprenticeship matters.**

How can apprenticeship be more effectively linked to the education system?

"First of all, apprenticeship in itself is an education system," Pruitt pointed out. "It is a system of education whereby industry teaches young workers a craft or trade by exposing them to actual skills and trade processes in an arrangement called O.J.T., or on-the-job training. Industries utilizing apprenticeship believe that their workers learn best in practical, flexible learning environments. We don't believe that public education can offer that kind of learning environment. However, we know that there are some apprenticeship programs which let vocational education do their training for them.

"We agree with the recent study made by the Committee for Economic Development, a private, non-profit, and non-partisan research and education organization which states:, Many 'vocational education' programs are almost worthless. They are a cruel hoax on young people looking to acquire marketable skills. So many different and, in many cases, unproductive programs in our public schools have been called 'vocational education' that most existing programs need to be disbanded and reshaped. Vocational education should ensure that students are learning skills that relate to the real needs of the job market.,

"The only function that public education has in the apprenticeship system is that of offering advice and support to apprenticeship committees requesting it. Joint labor/management committees set the standards, establish training curricula; and do the training—educators only advise. However, **there is a service that public education can do for the apprenticeship community: send us young people who can read and write, and do basic math."**

The United Brotherhood of Carpenters and Joiners of America presently has 37,000 apprentices in training, 13% of all registered apprentices in the United States, more than any other trade or occupation. We are successful in training apprentices simply because we have never lost sight of the original intent of apprenticeship. **We support expansion of apprenticeship to those industries and occupations which have cooperation of labor and management, where joint apprenticeship committees are established so that apprenticeship training remains an industry and worker-controlled function. We do not support expansion of apprenticeship if it means altering any part of the existing apprenticeship system.**

Jobs with Justice rally in Portland tackles forest jobs

Plans are shaping up for a massive rally of trade unionists in Portland, Ore., next month, which will be spearheaded by members of the Brotherhood's Western Council of Industrial Workers.

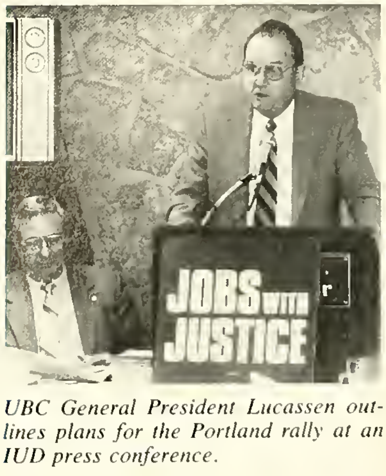
It is to be one in a series of "Jobs with Justice" rallies launched this year by the AFL-CIO's Industrial Union Department to call public attention to the anti-union tactics of employers. The Brotherhood is an affiliate of the IUD.

In his first official action as a council member of the IUD, General President Sigurd Lucassen announced plans for the rally at a recent press conference in Florida. The rally will be held June 8, prior to the Western Council's difficult 1988 negotiations in the wood products industry.

"As unions united, we have a tremendous, collective strength," Lucassen told the press. "We must use our strength to fight our enemies in the board rooms and on the streets. Jobs with Justice rallies have provided workers the opportunity to take to the streets together to mobilize against those who threaten fair worker standards and the dignity of American workers."

Lucassen and other industrial union leaders told the media that the goals of Jobs with Justice are to build powerful labor/community coalitions which can force major corporations and government to act responsibly in communities; to demonstrate to unorganized workers that there is a viable collective fightback response to the workplace problems they face; and to change the political climate in the United States to permit social and legislative change favorable to working people.

To achieve these goals, regional coalitions of labor, religious, community, women's and civil rights organizations along with elected officials and other citizens have sprung up to organize and fight together around local issues.



UBC General President Lucassen outlines plans for the Portland rally at an IUD press conference.

"Do It Again, D.A.D.!"

Second annual D.A.D.'s Day nears; mark your calendar for June 18

While some dads will celebrate Father's Day, next month, with breakfast in bed or a relaxing day on the couch, many "DAD's" from all over the country will be hitting the streets—collecting money to fight Diabetes.

DAD is DOLLARS AGAINST DIABETES—a fund raising project spearheaded by the AFL-CIO's Building and Construction Trades Department's Blueprint for Cure campaign.

The second annual DAD'S DAY has been scheduled for Saturday, June 18th—Father's Day weekend.

On that day, DAD volunteers all across the country will be stationed at busy traffic intersections in their community, soliciting spare change from passing motorists.

The event helps fund the Blueprint for Cure campaign—organized labor's commitment to raise over $10 million dollars for the construction of the Diabetes Research Institute at the University of Miami, Florida.

In February, the Blueprint for Cure co-chairs joined other labor leaders and dignitaries for the ground breaking ceremony of the Diabetes Research Institute. The facility is scheduled to be completed in 1990.

Last year, over 20,000 volunteers in 130 cities raised over $500,000. Organizers expect to raise over $750,000 this year.

A Building Tradesman solicits a motorist at a traffic intersection for a D.A.D.'s Day contribution.

The co-chairs for Dollars Against Diabetes are Edward J. Carlough, president of the Sheet Metal Workers International Association, AFL-CIO; and Joseph F. Maloney, secretary-treasurer, Building and Construction Trades Department, AFL-CIO. Retired UBC President Patrick J. Campbell was a founder of the Blueprint for Cure drive.

For information on DAD's DAY events in your city, contact Carl Fillichio or Marilyn Zola at 202/223-8700.

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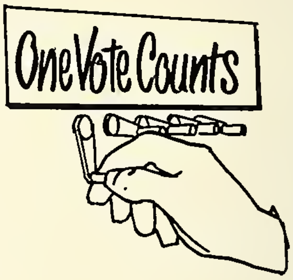
Blueprint for Cure contributions during the past month include:

Local 902, Brooklyn, NY; Local 1026, Miami, FL; Local 1338, Charlottetown, P.E.I.; South Florida District Council; Hahn Construction; A. D. Levett Associates, Inc., and J. W. Shuster & Son, Inc.

There was a donation in memory of Brad Dauphine from Local 424, JATC, Hingham, Mass.

Individual donations were received from David C. Briggs, James Conlon, Patrick J. Coughlin, Michael Crowley, Jr., Eugene and Marion DeFillipo, Fred and Ramona Duwe, James Fuller, Thomas Genavaro, Sr., Paul Geneski, Gerard Hickey, Steve Letostak, Sylvester Makarewicz, Patrick McAloney, Frank and Viola Morano, Julius and Gloria Peterson, John Roylance, Robert H. Strenger, John L. Swinick, Stephen and Mary Zak and Richard Zavali.



Holy foul-up, Batman . . . One vote counts!

Good old Batman . . . he really loused up a city commission election in Gainesville, Ga. Someone wrote in Batman's name rather than vote for either of the listed candidates, who were left stuck in a tie at 674 votes each. Two months after the election, they were still tied. The city never had a tie before and had no provision for a run-off. Moral: Don't fool with Batman . . . and don't vote for him, either.

One vote counts!

REGISTER/VOTE

LOCAL UNION NEWS

Raddison Hotel complex mass picketed

When the Detroit and Southeastern Michigan Carpenters Council recently called upon the Detroit, Mich., Building Trades to support a picketline in nearby Romulus, Mich., near the Metro Airport, the other trades turned out in force—almost 300 strong. The protest was against builders of a Raddison Hotel complex being constructed non-union.

KC handbilling of Wal-Marts

Members of UBC locals in the Kansas City, Mo., area are continuing their handbiling of patrons at Wal-Mart stores, as the retailer continues to build and remodel with low-paid, nonresident workers. Members of more than six UBC locals are participating in the informational campaign.

Meanwhile, UBC members in the St. Louis, Mo., area have also been distributing leaflets which advise retail patrons that Wal-Mart builds nonunion. Wal-Mart was planning to erect a major shopping center in the St. Louis metropolitan area. We are told that this project may now be shelved.

Bethlehem local honors Fries

Two hundred members of Local 600, Bethlehem, Pa., gathered at a regular meeting when Walter D. Fries received a Brotherhood watch and award upon his retirement. Fries held office in the local most of his career, including service as business representative, recording secretary and delegate to councils and conventions.

Fries is shown here with the executive board, receiving his award. From left are Dennis Thomma, vice president; Richard Panik, trustee; William Thomma, trustee, Ronald Stimmel, president; James J. Filyac, financial secretary and business agent; Richard Stein, trustee, Fries, recording secretary; Richard Bartholomew, treasurer and Joseph Zelena, warden.

Macon, Ga. Local 144 celebrates 100 years of union service

Local 144, Macon, Ga., commemorated 100 years at the Grand Ballroom of the Macon Hilton on November 14, 1987. Local 144 was actually chartered on December 1, 1887 upon the request of 12 Macon carpenters, most employed by the Central Railroad. Research has shown a number of mergers in Local 144 over its 100 years.

On hand for the ceremonies were Georgia Secretary of State Max Cleland, who was the key note speaker; state representatives, city council members, contractors and friends. Wayne Wilhoit, construction manager for Georgia Power, presented the local with a proclamation of excellence, honoring the members for their quality work. Through the foresight of the members, the local recently built a new building.

In conjunction with the centennial dinner there were several activities in which the centennial committee was involved, including the erection of the Brotherhood Centennial Exhibit at the Macon Mall which helped achieve our objectives by getting news about the anniversary in the local newspaper and radio stations. The local media held the exhibit as a tribute to American labor.

OVER 100 YEARS

Mrs. Massey, Waylon Morton, business manager; Bob Massey, president; and Wayne Wilhoit, construction manager, Georgia Power.

Shown at the 100th celebration are Bob Massey, president; Floyd Buford, representative; and Herb Mabry, president, Georgia State AFL-CIO.

Labor issues find institutional support

Pension fund investors combat anti-union corporate practices

Administrators of union pension funds are gaining support in their dealings with employer corporations through an organization called the Council of Institutional Investors.

At least three major UBC pension funds are actively participating in the council's work. (*The three are listed in the accompanying chart, which shows union affiliates of the council.*)

It is felt by the administrators and investors participating in the work of the council that union issues crucial to pension stability, such as wrong management decisions affecting employment, plant closings and multinational investments, can be effectively addressed through the Council of Institutional Investors. CII is a loose coalition made up primarily of public-sector and multiemployer pension funds with more than $200 billion in assets. As the accompanying chart indicates, more than $4 billion of these funds are represented by union pension plans. CII has led a growing shareholder activism among institutional investors in recent months, particularly since the stock market drop last October.

During its first three years, the council's major focus has been to examine the impact of takeover-related strategies—such as the payment of greenmail to raiders and the adoption of poison pills—on shareholders.

Currently, 15 union-sponsored and jointly-trusteed multiemployer pension plans are CII members.

When traditional union issues, such as job security, coincide with the issue of corporate economic efficiency, the council could be persuaded to take concerted action to protect stock values.

For instance, two issues have arisen directly affecting the employment of workers before the council, apparently the first action of this kind.

In one instance, the costs of constructing the Comanchee Peak Nuclear Power Plant in Texas with a non-union work force have increased five-fold over projections, he says. Other nuclear plants in the state have been built by union labor at a lower cost, it is reported, and the group of Texas utilities that own the Comanchee plant should be challenged by shareholders on the wisdom of their construction practices. It appears that the plant will never become operative, because of these huge cost overruns, he says.

The second issue to be raised before the council is General Electric's plan to close a plant in Cicero, Ill. that is organized by the Sheet Metal Workers union. A GE vice president admitted that the decision to move operations to a non-union environment in the South was not made for economic reasons, and that the Cicero plant was profitable.

"These are cases where the corporation's interests are inimical to shareholders," the Sheet Metal Workers point out. While such issues are unlikely to become the major focus of the council's actions, more such issues will be raised in the future.

While the council could provide a new avenue for combating anti-union corporate practices, unions already share the council's concern about protecting shareholder rights during takeover battles.

This is the case not only because management entrenchment devices, such as greenmail and poison pills, reduce the value of pension holdings, but also because these anti-takeover strategies often prevent workers from using the shareholder process to raise legitimate workplace and organizing concerns, says Lawrence Smedley, former AFL-CIO associate director of Occupational Safety, Health and Social Security, and a member of CII's executive committee.

While unions and the council have different concerns, labor clearly has more in common with these institutional shareholders than they have with management, Smedley noted.

"Ultimately, takeovers can be good, if they replace an inefficient management," adds Michael Nugent, director of financial operations for the $2 billion pension fund of the Internationial Brotherhood of Electrical Workers. In a situation in which a management group is shielded from legitimate shareholder concerns, "and you're an employee with a bad boss, forget it. You might as well quit."

But the council so far hasn't wielded the clout that some had originally envisioned. While the group has been formally contacted by players in several takeover battles, CII is not viewed as having made a significant impact implementing shareholder protections.

"They've got to get to the point where they can raise an issue and scare someone," suggested an AFL-CIO official, "where they can win or come close to winning on an issue." He also believes that the group must broaden its base.

The council has been defining its role during its first few years. Further, the death of CII founder and California State Treasurer Jesse Unruh last year

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The Council of Institutional Investors

Union pension plans participating in CII and their assets.

Fund	**Assets* ($ millions)**
Sheet Metal Workers National Pension Fund	$1,018
Carpenters' Pension Trust Fund for Northern California	916
United Food & Commercial Workers' Unions & Food Employers' Fund	868
Teamsters Affiliates Pension Plan	479
United Food & Commercial Workers' International Union Staff Trust Fund	365
Building Trades United Pension Trust Fund—Milwaukee	316
American Federation of State, County & Municipal Employees Pension Fund	91
AFL-CIO Staff Retirement Trust Fund	52
Juan De La Cruz Farm Workers Pension Fund	39
Carpenters' District Council Shops & Mills Pension Fund	16
International Brotherhood of Electrical Workers' Pension Benefit Fund	13
Ohio Bricklayers Pension Fund	13
Chicago District Council of Carpenters Pension Fund	13
Air Line Pilots Association	8
International Union of Operating Engineers	2
TOTAL	**$4,209**

***Based on most current information available.**

Sources: List of funds provided by the Council of Institutional Investors; Asset figures from 1987 Money Market Directory, Pensions & Investment Age, January 26, 1987, and Labor & Investments.

Must children go hungry because parents exercise the right to strike?

U.S. Supreme Court upholds ban on food stamps for strikers

As things now stand, and thanks to a recent U.S. Supreme Court ruling, a household becomes ineligible for food stamps when any of its members is on strike. The government's refusal to subsidize the right to strike is not an infringement of that right, according to a 5-3 decision of the court, last March.

What the high court actually did was uphold the constitutionality of a 1981 amendment to the Food Stamp Act that made a striker's household ineligible for stamps. Unions have sharply criticized the court's decision, stating that the law's true purpose is to help management break strikes.

President Owen Bieber of the Auto Workers, which had filed the suit with the Mine Workers and individual workers, called the ruling "a blow to working families throughout America." He called it "hypocritical and inconsistent" to punish strikers' families because a worker exercises the legal right to form trade unions and to engage in a peaceful strike.

"This decision serves only the interests of those who wage economic warfare against working people," Bieber said. He called on Congress to introduce legislation to remedy the situation and "restore the historic balance" intended under the Wagner Act.

Michael H. Holland, UMWA general counsel, said the union regrets that the high court repudiated its "long and proud record of protecting the protests of the weak from the tyranny of the powerful" by making strikers' families "second class citizens."

In 1986, Federal District Judge Louis F. Oberdorfer held that the food stamp ban for strikers interfered with workers' First Amendment rights to freedom of expression and free association with their families and in unions and the equal protection guarantees under the Fifth Amendment.

Writing for the majority, Justice Byron R. White admitted that denying food stamp benefits "makes it harder for strikers to maintain themselves and their families during the strike and exerts pressure on them to abandon their union." But he said that the "strikers' right of association does not require the government to furnish funds to maximize the exercise of that right."

White said the court had "little trouble" agreeing with the Agriculture Department, which administers the food stamp program and was the target of the unions' lawsuit, that the law is "rationally related to the legitimate governmental objective" of neutrality in labor disputes and to the government's prerogative to set the federal budget.

White said, "It would be difficult to deny that this statute works at least some discrimination against workers and their households." But he concluded that the court is "not free in this instance to reject Congress' views about 'what constitutes wise economic or social policy.' "

Chief Justice William H. Rehnquist and Justices John Paul Stevens, Sandra Day O'Connor and Antonin Scalia joined the majority opinion. Justice Anthony M. Kennedy did not participate in the case.

Justice Thurgood Marshall wrote a sharp dissent, joined by Justices William J. Brennan Jr. and Harry A. Blackmun. Charging that the majority gave "short shrift" to the unions' equal protection challenge to the law, Marshall said the striker amendment to the 1981 Omnibus Budget Reconciliation Act contains so "many absurdities" that it "fails to pass constitutional muster under even the most deferential scrutiny."

Marshall said the Agriculture Department's stated goals to reduce federal expenditures, provide for the needy and foster neutrality in private labor disputes are legitimate. However, he said there is no "rational relationship" between those goals and the denial of food stamps to striking workers' families.

Marshall said that the reasoning that the government needs to reduce expenditures would allow "the exclusion of any unpopular group from a public benefit program" because the exclusion would always result in decreased federal spending.

On the argument of providing for the most needy, Marshall said the needs of infants and children of a striking worker "is in no logical way diminished by the striker's action. The denial to these children of what is often the only buffer between them and malnourishment and disease cannot be justified as a targeting of the most needy: they are the most needy."

Marshall said it also is not true that strikers have jobs available to them so they are voluntarily refusing to work. He pointed that some businesses shut down during strikes, so there is no job for individual strikers even if they wanted to cross the picket line. Businesses that do continue to operate during strikes, he said, hire permanent replacements for strikers.

Marshall pointed out the "glaring disparity between the treatment of strikers and the treatment of those who are unwilling to work for other reasons." People who quit their jobs with "good cause" are allowed to collect food stamps, while strikers are denied the right to prove "good cause," even in the case of unfair labor practices, he said. Likewise, unemployed workers eligible for food stamps can refuse work at a business involved in a strike or a lockout without penalty, while "only strikers . . . must give up their eligibility for food stamps if they refuse to cross a picket line," he said.

Contradicting the argument that the law promotes neutrality in labor disputes, Marshall said the legislative history of the amendment, from 1968 when it was first proposed to 1981 when it became law, "strongly suggests" anti-union hostility.

In addition, Marshall said, the neu-

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CLIC REPORT

1988 Congressional agenda contains many labor bills

The 1988 session of the U.S. Congress started off well for workers and their unions. The first bill passed by the legislators was a labor-backed bill to extend the federal government's clean water act. This was followed by heavy lobbying activity by the UBC and the Building Trades to force Japan to open up its bidding on Japanese construction projects to North American contractors. To avoid U.S. trade sanctions, the Japanese agreed to let U.S. firms bid on 14 major public works projects.

A long list of labor-supported bills are now before Congressional committees for consideration. With strong backing by the Carpenters Legislative Improvement Committee and other labor groups, this is some of the legislation currently before the Congress for consideration:

MINIMUM WAGE—Last month, the House Education and Labor Committee voted to raise the federal minimum wage to $5.05 an hour in several steps over the next four years and to extend federal wage coverage to Congress. There are still details to be worked out in the House, and similar legislation has to be acted on by the Senate, but, hopefully, in this election year a favorable bill will be passed. Although wage levels for UBC members are above the minimum wage, the Brotherhood sees passage of this legislation as a major effort to help fellow workers and boost the nation's economy.

N.L.R.B. PRACTICES—This session of the Congress is beginning to look into the National Labor Relations Board's top-heavy lean toward employer-favored decisions. Rep. Dale Kildee of Michigan warns that the NLRB has departed from its stated purpose of protecting workers. Corporate America has enormous power, he told a Congressional subcommittee which is holding hearings on practices and operations under the National Labor Relations Act.

Another Congressman, Charles A. Hayes of Illinois, has warned that labor relations have become "a haven for attorneys—they've done quite well." Congressman William Clay of Missouri says that the Act is now being used as a tool to frustrate collective bargaining.

Labor is struggling for corrective legislation, but it may have to wait until after the presidential election in November to achieve its goals.

MEDICARE CUTS—The House Ways and Means Committee has let the Reagan administration know that it rejects proposals to trim $1.23 billion from the Medicare program. In spite of the financial hardships already suffered by many of our senior citizens, the Reagan administration contends that Congress must cut more. It says the Congress fell short of the Medicare cuts agreed to in

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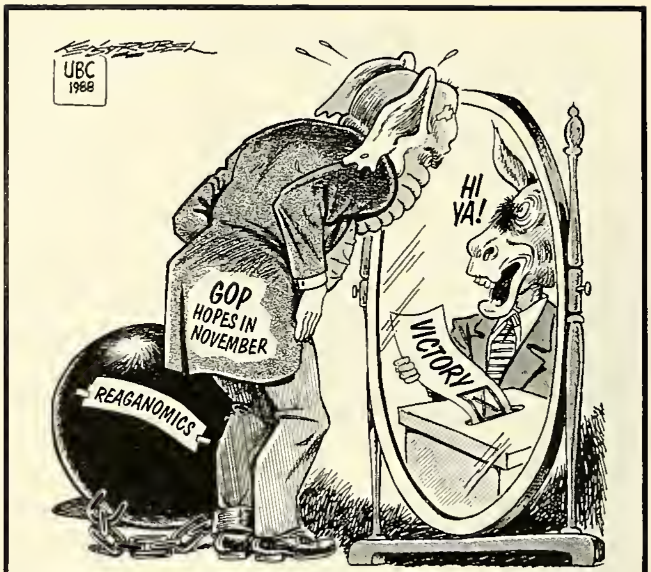
CLIC Contribution—While in Washington, D.C. for a recent Building and Construction Trades Conference, Russ Pool and John Wilkerson dropped off a check collected from their members of Local 483 in the amount of $1,630.25. The members of LU 483 contribute to CLIC when they come in to pay their dues. This collection of money is kept separate and is not a part of any dues money.



Mirror,Mirror... oops!

RECENT CONTRIBUTORS to CLIC include: Harvey Cox, Local 125, Miami, Fla.; William G. Wood, Local 17 retiree, New York City; Charles W. Mehringer, Local 620 retiree, Warwick, N.Y.; Marc Yorgan, Local 155 apprentice, Fanwood, N.J.; John Caperton, Local 10, Berwyn, Ill.; Earl S. Gant, Local 586 retiree, Carmichael, Calif.; Wesley G. Simmons, Local 2287 retiree, Lake Worth, Fla.; Anthony L. Puccio Jr., Local 1837, Islip, N.Y.; Andrew M. Stoltz, Local 247 retiree, Milwaukie, Ore.; Anthony J. Piscitelli, Local 188 retiree, Bronx, N.Y.; Leon Kalman, Local 2819 retiree, Hallandale, Fla.; Bill Irvine, Local 184, Sandy, Utah; Daniel T. Reynolds, Local 1529 retiree, Kansas City, Kans.; James W. and Eleanor Kline, Local 515, Colorado Springs, Colo.; Brian J. O'Sullivan, Local 608, Brooklyn, N.Y.; Norman T. Spaulding, Local 586 retiree, Sacto, Calif., and John W. Jackson, Local 977 retiree, Wichita Falls, Texas.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ $10 ☐ $15 ☐ $20 ☐ $25 ☐ other ________

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Washington, DC 20001

Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned. Contributions to CLIC are not deductible as charitable contributions for federal income tax purposes.

CLIC Report

Continued from Page 26

budget talks last year by as much as $1.23 million. Under that agreement, Congress was to incorporate into fiscal 1988 budget-reconciliation legislation Medicare cuts totaling $2 billion for Fiscal 1988 and $3.5 billion for fiscal 1989. Labor opposes cuts in Medicare.

CLEAN AIR STANDARDS—The Brotherhood is urging support of Senate Bill 1894, the Clean Air Standards Attainment Act of 1987. This bill provides necessary controls on the release of pollutants into the environment. The UBC feels that the plan provided in S. 1894 is a well-conceived program to combat our increasingly toxic environment.

Top contributors to CLIC in 1987

The following are the 12 local unions, grouped by membership size, which contributed the most to the 1987 CLIC drive:

Locals with 1 to 50 members, top 3

L.U. 88 Montana	$ 977.74
L.U. 2743 Texas	286.00
L.U. 3257 Tennessee	247.22

Locals with 51 to 250 members, top 3

L.U. 323 New York	2,421.48
L.U. 1463 Nebraska	2,349.22
L.U. 1163 New York	2,318.10

Locals with 251 to 500 members, top 3

L.U. 1024 Maryland	2,780.20
L.U. 2298 Missouri	2,034.50
L.U. 335 Michigan	1,375.56

Locals with over 501 members, top 3

L.U. 210 Connecticut	18,140.03
L.U. 964 New York	8,232.96
L.U. 745 Hawaii	6,923.89

The following are the top five local unions contributing the largest sum:

L.U. 210 Connecticut	18,140.03
L.U. 964 New York	8,232.96
L.U. 745 Hawaii	6,023.89
L.U. 1024 Maryland	2,780.20
L.U. 323 New York	2,421.48

The following are the top five district councils contributing the largest sum:

Metropolitan District Council, Pennsylvania	12,737.37
Baltimore District Council, Maryland	11,529.64
Ventura County District Council, California	9,436.02
South Florida District Council	9,037.94
Central Indiana District Council	7,451.59

The following are the top five state councils contributing the largest sum at an annual convention or conference:

Washington State Council Convention	8,602.46
Minnesota State Council Convention	4,340.94
Indiana State Council Convention	4,430.00
New Jersey State Council Convention	3,825.00
Illinois State Council Convention	3,803.00

General Office expedites training in asbestos, hazardous waste removal

The United Brotherhood is within weeks of finalizing training programs on toxic waste and asbestos abatement and removal, General President Sigurd Lucassen recently reported to local and council leaders.

As soon as UBC programs covering this work are reviewed and certified by the U.S. Environmental Protection Agency, the Brotherhood will begin training instructors who will, in turn, teach members requiring certification.

Lucassen called upon local unions and councils to provide the General Office with the following information as soon as possible:

- survey data which can be used to determine the approximate number of workers needed in their area for asbestos abatement and removal and toxic and hazardous waste containment and removal.
- information as to whether or not their area has access to a facility adequate for training members in asbestos and hazardous waste abatement and removal.
- information as to whether or not their area has special standards for certification for asbestos abatement and removal and for toxic and hazardous waste containment and removal.
- identities of contractors in their area wishing to participate in this special training program.

President Lucassen has assigned Representative William C. Goetz as a coordinator of the training program. He will be working with the Brotherhood's apprenticeship and training department and Assistant to the General President Ed Hahn.

New Orleans Hosts Union-Industries Show

New Orleans, often called "the city that care forgot," will host the 1988 AFL-CIO Union-Industries Show, May 6–9, at the Rivergate Exhibition Center. Doors open at 1 p.m. each day and close at 10 p.m., except for the final night, when it closes at 9 p.m. Admission is free.

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Ottawa Report

UNIONS AND POLLING

Public opinion research is a major business in Canada, as it is in the United States. In addition to the Gallup Poll, there's Decima, CROP, Goldfarb polls and others.

The best known polls are the political polls asking voters which party or candidate they support. But this is only a small part of the business of polling. Most polls are never reported in the media. They are attitude surveys or market studies regarding Consumer preferences.

Some trade unions of Canada are now using polls to sound out the public or their own members as to their opinions and attitudes regarding a variety of subjects. The teachers' union in Alberta and British Columbia regularly poll their memberships, we are told. The Canadian Union of Public Employees, the International Association of Machinists, the United Auto Workers and the National Union of Provincial Government Employees are some of the unions which frequently conduct opinion surveys.

One poll in Ontario showed that the general public wants to outlaw strikebreaking. Many right-wing lobby groups like the National Citizens Coalition and reactionary "think tanks" like the Fraser Institute want politicians and the public to believe that the public really wants less government and less regulation. The truth is very different, but, without professional polling results, union members might not learn the facts.

FEDERAL AID FOR DAY CARE

The federal government unveiled in December a $4.1 billion national day care program designed to double to more than 400,000 the number of places for children in the next seven years and give parents tax breaks. Health Minister Jake Epp said $2.28 billion of the funds would be spent on non-profit day care facilities in Canada's 10 provinces, with the federal government picking up 75% of costs and the provinces the rest.

In Canada, as in the United States, there has been a rapid rise in the number of working mothers. In 1976, fewer than one-third of mothers with children under 3 had jobs; today the number is well over one-half while it is two-thirds for mothers with older children.

Canada already has many more programs for families with children than does the U.S. A "baby bonus" provides monthly payments of nearly $300 to all families with children under 18, and tax deductions for child-care expenses were raised recently. Government unemployment insurance provides maternity benefits of up to 60% of previous income for a 15-week period before and after childbirth. Under another program, the federal and provincial governments subsidize day care for low-income families. And, also unlike the U.S., the Canadian federal and provincial governments support a universal health care system.

The new child-care plan calls for tax adjustments to provide still more relief for middle-income working parents, especially those with children under 6, and a small tax brak for families with mothers who choose to stay at home. It also provides for a $75-million fund for research and development on special child-care problems faced by shift workers and rural and native-American parents. Some additional money will go for programs to train child-care workers.

TEN-YEAR PLAN ON TOXICS

The Niagara River flows from Lake Erie into Lake Ontario. The famous falls are more or less midway. The river is a major source of drinking water for both Canadians and Americans.

The shores are heavily industrialized, particularly on the American side, and more than 3,000 pounds of toxic chemicals enter the river each day from industries, municipalities and leaking hazardous waste dump sites, such as the notorious Love Canal.

Last year officials from the two federal governments and New York and Ontario agreed on a 10-year program to cut the amount of chemicals in half by 1997. The program will complement work already under way through the Great Lakes Water Quality Agreement to restore water quality of the river.

PROTECTING WATERFOWL

The Canadian and U.S. governments have agreed to protect 37 species of waterfowl. The North American Waterfowl Management Plan, which both countries signed in 1986 and which has labor's support, sets guidelines for preserving waterfowl habitats and limiting hunting. The plan calls for an increase in breeding ducks from 31 million to 62 million and of migrating birds from 62 million to 100 million. To accomplish these goals the program hopes to raise $1.5 billion in public and private funds over 15 years for purchase or other protection of wetlands.

JOINT POLLUTION EFFORTS

Canadian and American scientists are making a multimillion-dollar study of the St. Clair, St. Marys and Detroit Rivers and of Lake St. Clair. It is reported to be the most extensive such study of waterways pollution in history.

It began in 1984 and will include 150 separate surveys of the effects of toxic chemicals on ducks, fish and clams. It is sponsored jointly by both federal governments and the governments of Ontario, Michigan and Detroit.

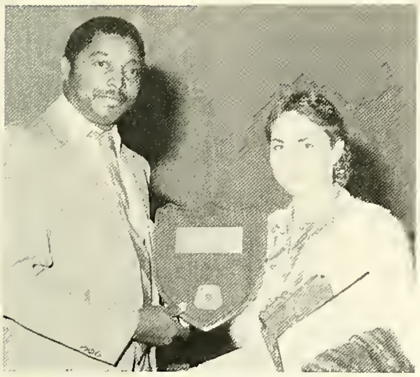
APPRENTICESHIP & TRAINING

1988 Conference begins May 9

"Union Training Environment" is the theme for this year's Carpentry Training Conference scheduled for May 9–13 at the Hilton Plaza Inn in Kansas City, Mo. Topics included in this year's agenda are flexibility in training, scholarship loan agreements, intent to hire, development/servicing, intake and pre-apprenticeship, unity/mobility and national standards revisions.

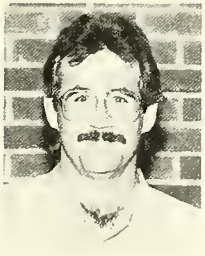
There will be panel discussions on these topics during the course of the conference, according to First General Vice President John Pruitt. Approximately 300 delegates are expected at the 1988 conference.

Navy yard grads



Willie Marshall, president, Local 1086, Portsmouth-Norfolk (Navy Yard), Va., recently presented R.E. Kamerling, above, and Jessie L. Rhodes Jr., right, with plaques upon their recent graduation. Both were recognized as honor graduates. Rhodes and Kamerling were trained in maritime carpentry.

Tops in Alberta



Dave McClenaghan, Millwright Local 1975, Calgary, Alta., was recently named top apprentice of both his local and the province of Alberta. He is shown here with his award for 1987.

Local 2250 honors its new journeymen

Journeyman certificates were presented to Local 2250, Red Bank, N.J., apprentices upon the completion of their training. They were John Frank, Steven Chuilli, Michael Burke and Paul Gutleber (both named top fourth-year apprentices), Ken Hofer, Michael Gibson, Nick Cosentino, Joseph Baldanza, Michael Burke and George Andres.

Casey Reilly and Stephen Staub were named top first-year apprentices out of their class.

Ken Rusin, left, top second-year apprentice, and Joseph Arneth, right, top third-year apprentice.

Local 24 honors 22 graduating apprentices

Local 24, Cheshire, Conn., recently honored its 22 graduating apprentices. Shown here are, front, Salvatore Monarca, coordinator, Kevin Kileen, Joseph Tomasino, Stephanie Hardy, Angelo DeFilippo, Gary Normandin and Louis Coavito, instructor.

Standing, Eddy Robinson, David Gunn, Richard DiNinno, John Morasutti, Richard Kontout, Paul Ford, Ronald Ferguson, Vincent Matthews, David Porto, Patrick Bossi, John Schlander, William Hannon, Instructor Francis Marino and Jeff Brady.

Not available for the photograph were Kevin Andrews, Darrel Gary, Christopher McCarty and Steve Tomaselli.

General President Sigurd Lucassen and officers of the Chicago and Northeast Illinois Council, front row, with the new graduates.

201 graduates in Chicago and Northeast Illinois Council

"He who has a trade has an estate," was the theme of the 16th annual apprentice graduation sponsored by the Apprenticeship and Training Program of the Chicago and Northeast Illinois District Council. Over 1200 participated in the event, including leaders of the construction industry, education and labor as well as the graduating apprentices and their guests.

President George Vest Jr., of the Chicago and Northeast District Council, and Richard Pepper, representing contractors, chairman of the program's trustees, presided at the distribution of the certificates testifying to the skills of the new carpenters.

Graduating in the class of 1987 were Martin Aguilera, 13, Chicago; Steven W. Allen, 242, Chicago; John W. Asbach, 181, Chicago; Darryl K. Atkins, 1, Chicago; Cardell Banks, 13, Chicago; Mark G. Bartos, 242, Chicago; James R. Beard, 839, Des Plaines; William G. Becker, 141, Chicago; Bruce E. Bierut, 181, Chicago; Daniel P. Biggane, 13, Chicago; Michael J. Bizjack, 1027, Chicago; Barry D. Bleavings, 54, Chicago; Thomas A. Blecha, 1185, Chicago; John Bock, 250, Waukegan; Leslie K. Borum, 62, Chicago; Robert A. Brazzale, 1027, Chicago; Barbara A. Browne, 10, Chicago; Kevin E. Brown, 839, Des Plaines; Allen R. Bruno, 558, Elmhurst; John R. Bryant, 1027, Chicago; Russell O. Bubloni, 1, Chicago; Dennis M. Baxbaum, 272, Chicago; Jorge R. Carmona, 10, Chicago; Terry L. Carr, 272, Chicago; Nathaniel Carter, 62, Chicago; Thomas M. Chirillo, 54, Chicago; Kevin B. Choate, 1185, Chicago; William D. Collings, 1693; Chicago; Gerard C. Cooper, 13, Chicago; David M. Cordon, 181, Chicago; Robert M. Cosenza, 272, Chicago; Edward M. Cosgrove Jr., 54, Chicago; Steve J. Cronin, 141, Chicago; Daniel F. Cummane, 1889, Downer's Grove; Maurice R. Davenport, 58, Chicago; Michael R. Degnan, 13, Chicago; John A. Demitropoulos, 58, Chicago; Clifford J. Dietz, 80, Chicago; Allen J. Dituri, 141, Chicago; Robert A. Dobbert, 250, Waukegan; Stanley G. Dolasinski, 58, Chicago; Todd L. Dominski, 434, Chicago; Thomas M. Donegan, 54, Chicago; Clifford O. Donovan, 1185, Chicago; Joseph M. Doolan, 13, Chicago; George J. Dratewski, 1027, Chicago; John R. Drazal, 1, Chicago; Bradley Duba, 250, Waukegan, Peter J. Eberhard, 250, Waukegan; Joseph A. Eberle, 1027, Chicago; Robert C. Engelthaler, 10, Chicago; John L. Exe, 1027, Chicago; Timothy E. Fallucca, 1185, Chicago; David V. Fink, 1185, Chicago; Michael N. Fisch, 62, Chicago; Arnold Ford, 1539, Chicago; Michael P. Fournier, 10, Chicago; Sean R. Frank, 141, Chicago; Rod Dale Fritschie, 250, Waukegan; Michael M. Gallagher, 141, Chicago; Anthony Giammarino, 1027, Chicago; Martin Giarelli, 250, Waukegan; Anthony Gilyard, 141, Chicago; Michael A. Glomski 58, Chicago; Terry A. Gloss, 839, Des Plaines; Richard J. Gorniak, 1185, Chicago; Gail A. Gragido, 1, Chicago; Daniel P. Grimes, 80, Chicago; Ronald W. Grippo, 1185, Chicago; Gary S. Grossi, 434, Chicago; Arthur P. Gutierrez, 13, Chicago; Joseph E. Gyselinck, 181, Chicago; Kevin J. Haff, 10, Chicago; Peter G. Hanke, 54, Chicago; Paul H. Harvey, 141, Chicago; John W. Heidinger, 434, Chicago; Robert P. Helkowski, 250, Waukegan; James T. Hennigan, 13, Chicago; Michael J. Hopper, 13, Chicago; Donald J. Howe, 839, Des Plaines; James A. Hunter, 1027, Chicago; Robert W. Irey, 1027, Chicago; Alvin Jackson, 13, Chicago; Michael Jajich, 80, Chicago; Robert G. Jenkins, 1185, Chicago; George Joachim, 1889, Downer's Grove; Alvin L. Johnson, 272, Chicago Heights; David W. Johnson, 80, Chicago; John G. Johnson, 58, Chicago; Robert Johnson III, 80, Chicago; Charles W. Jones, 141, Chicago; Holly Jones, 58, Chicago; Peter J. Jurich, 13, Chicago; Mark A. Kaider, 1027, Chicago; Michael R. Karman, 839, Des Plaines; Paul J. Karpen, 1, Chicago; Steven W. Kay, 58, Chicago; F.M. Kirby, 434, Chicago; Edward J. Kruit, 181, Chicago; Michael C. Kruvalis, 1185, Chicago; Dennis F. Kuzel, 141, Chicago; Kevin W. Lamphere, 58, Chicago; Jeffrey R. Larson, 839, Des Plaines; Nick Laterza, 80, Chicago; David G. Lautermilch, 1889, Downer's Grove; Melvin G. Lee, 62, Chicago; Joseph A. Leganski, 54, Chicago; Lorin M. Licke, 1307, Evanston; Gregory P. Lietz, 1889, Downer's Grove; Jack D. Loris, 54, Chicago; Philip Martin Losos, 10, Chicago; William T. Lyman, 1185, Chicago; Gary B. Lynn, 839, Des Plaines; George A. Lyons, 62 Chicago; Richard P. Marciss, 80, Chicago; Stanley J. Martenson, 1,Chicago; Jerry W. McGowan, 1693, Chicago; John T. McMahon, 13, Chicago; Shawn McPartland, 434, Chicago; Anthony V. Medina 558, Elmhurst; Ralph Mejias, 13, Chicago; Ronald W. Merritt, 1185, Chicago; Robert E. Miller, 1, Chicago; Shawn C. Morris, 1889, Downer's Grove; Jose Moreno Jr., 13, Chicago; David E. Morgan, 13, Chicago; Edward Morris, 181, Chicago; Lauren D. Mosley, 10, Chicago; Michael T. Mueller, 1889, Downer's Grove; Daniel Y. Nelson, 181, Chicago; David R. Newell, 58, Chicago; Mark J. O'Connor, 10, Chicago; James P. Oliver, 80, Chicago; Keith B. Oliver, 141, Chicago; Jack A. Overbeek, 272, Chicago Heights; Michael A. Palazzolo, 54, Chicago; Christopher L. Pasowicz, 1, Chicago; Brian R. Peary, 1027, Chicago; Edward P. Peddle, 250, Waukegan; David J. Pedersen, 242, Chicago; Curtis C. Pergler, 1889, Downer's Grove; George R. Pero, 272, Chicago Heights; Stanley Pierce, 13, Chicago; Wayne Pilat, 58, Chicago; Jan C. Plettau, 1, Chicago; Kenneth Prince, 1, Chicago; William H. Proctor, 839, Des Plaines; Joseph A. Quattrochi, 1, Chicago;

Jeffrey A. Radtke, 250, Waukegan; Joseph F. Reyna, 13, Chicago; James M. Rivard, 58, Chicago; David K. Robertson, 1539, Chicago; Scott F. Robertson, 1539, Chicago; Samuel S. Robinson, 141, Chicago; Edward V. Roden, 1027, Chicago; Timothy M. Rogala, 839, Des Plaines; Noel Ruiz Jr., 1, Chicago; Robert W. Ruschke, 1889, Downer's Grove; Michael J. Ryan, 13, Chicago; John P. Sabbia, 54, Chicago; David R. Santarelli, 1027, Chicago; James R. Scara, 1693, Chicago; Robert L. Scott, 199, Chicago; Wayne M. Scott, 1693, Chicago; David P. Seng, 58, Chicago; Daniel M. Sexton, 13, Chicago; David J. Shaffer, 1693, Chicago; Kevin A. Shuttleworth, 58, Chicago; Keith J. Silverman, 1307, Evanston, Scott W. Skala, 1889, Downer's Grove; John F. Simmons, 250, Waukegan; Reed R. Skembare, 62, Chicago; Jeffrey A. Spasari, 13, Chicago; Ralf H. Sperner, 558, Elmhurst; Edward Starzynski Jr., 1185, Chicago; Raymond L. Steele, 199, Chicago; Michael A. Stefely, 839, Des Plaines; James L. Stoesser, 558, Elmhurst; Myron C. Stokes, 199, Chicago; Ernest Stone Jr., 1, Chicago; Curtis Streeter, 13, Chicago; Robert W. Swegle, 80, Chicago; Frederick Sykes, 62, Chicago; Ray S. Szalko, 141, Chicago; Andrew J. Szimon, 58, Chicago; Richard T. Teresiak, 10, Chicago; Paul W. Tockey, 1307, Evanston; David A. Tucek, 1, Chicago; Eric R. Venstrom, 10, Chicago; Thomas J. Verdone, 1693, Chicago; Timothy R. Voss, 434, Chicago; Frank E. Wahlen, 141, Chicago; Calvin E. Walker, 13, Chicago; Dwayne C. Walker, 1185, Chicago; Bill Ward, 272, Chicago Heights; James L. Waterloo, 58, Chicago; Patrick J. Witt, 1693, Chicago; Richard R. Wood, 434, Chicago; Theresa J. Young, 62, Chicago; Robert J. Zalokar, 1, Chicago; and Albert S. Zaniolo, 1307, Evanston.

Recent graduates in Madison, New Jersey

Graduating apprentices of Local 620, Madison, N.J., were presented with their journeyman certificates at the local's Christmas party, last December. Shown here are new journeymen: front, Fridtjov Severud, Steven Jastrabeck, Thai Doan, Michael Firoilli, Robert John Brown, Michael Salerno and David Walter.

Back row, Ronald Grochocki, Carl Klaus, James Schoenberg, Charles Siemer, Richard Lurz, Mark Tiefau and Brian Black.

Those not pictured but receiving certificates were Robert J. Anerdson Jr., Kevin Bendel, Robert Blair, Scott Gilpin, Dennis Hult and Richard Lurz.

Elmira graduate

John Spoule, Local 532, Elmira, N.Y., was recently presented with his journeyman's certificate after completing his apprenticeship training. Shown here are Dave Stewart, recording secretary, Spoule and Ken Brenza, vice president.

BE&K Campaign

Continued from Page 9

On March 19, 10,000 workers rallied to hear presidential candidate Jesse Jackson and labor officials address the threat to fair work and living standards posed by the USS-POSCO project and the joint-venture's use of BE&K. BE&K has been beset by problems on the job and the aggressive labor campaign has effectively challenged the company at every turn.

While workers rallied against BE&K in California, Brotherhood members in Maine picketed and handbilled the 38th annual Open House of the University of Maine's Pulp and Paper Foundation which was attended by 300 paper industry producers and suppliers. The gathering at the university was targeted because of BE&K's participation in the ceremonies. The annual meeting featured the opening of the university's pulp and paper pilot project, which included a paper machine which was constructed in part by BE&K. The demonstration was intended to call attention to the fact that while BE&K was donating money to a state institution, it was engaging in strikebreaking at International Paper's mill in Jay, Maine.

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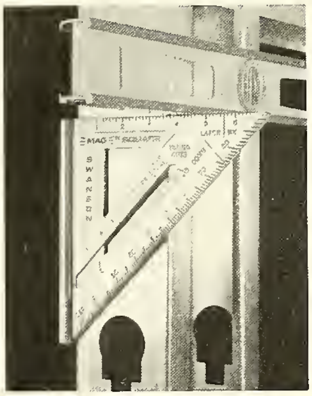
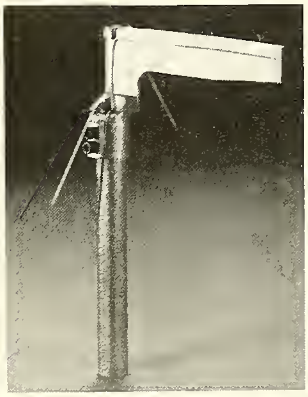


Mag™ Square



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One vote counts for 'Close-Call Paul'

To former Rep. Ron Paul of Texas, a landslide is the 5,645-vote margin that re-elected him in 1980 out of 207,887 votes cast. He was already known as "Close-Call Paul" even before that.

He first won his congressional seat in a special election in April 1976 over Bob Gammage. The following November, Gammage turned the tables, beating Paul by 236 out of 193,000 votes cast. Two years later, Paul won back the seat by only 1,056 out of 107,436 votes cast.

So, adding it all up (not counting the special election) three elections in which Paul was a candidate were settled by an aggregate 6,937 votes out of 608,423 votes cast.

One vote counts!

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Criminal charges against contractor in Bridgeport lift-slab tragedy

Federal criminal charges are being asked against one of the subcontractors on the Bridgeport, Conn., apartment complex that collapsed last April killing 28 Hardhats and injuring 10 others.

OSHA has requested the Justice Department to consider charges against Texstar Construction Corp. of San Antonio, against which the federal agency has already proposed a $2.5 million fine for safety violations involving its lift-slab method of construction.

In lift-slab, concrete floor slabs are poured one on top of the other and then lifted into place. In construction of the twin towers of L'Ambiance Plaza, the towers collapsed, OSHA said, because the heavy slabs were lifted into place without adequate bracing, lifting jacks weren't secured, and two support columns were removed from the original building design, increasing the stress placed on the lifting system.

A quick response on OSHA's request is not expected since the department is noted for its foot dragging.

Connecticut prosecutors refused to file criminal charges in the tragedy because there was "no sufficient basis to warrant it," said state attorney John Kelly. State law requires officials to prove beyond a reasonable doubt that "gross deviation from a reasonable person's standard of conduct" led to a crime.

Department of Labor Solicitor George Salem nevertheless decided to make the request to the Justice Department, and said that Connecticut's decision not to prosecute was "irrelevant" to the federal government's analysis of the evidence. OSHA and the National Bureau of Standards conducted the investigation.

A spokesman for Texstar said the OSHA request was "unwarranted" because it was based on a federal investigation he called "inconclusive and incomplete."

Attention also is being focused on the Bridgeport tragedy from another direction. Senator Lowell Weicker (R-Conn.), a member of the Senate Labor and Human Resources Committee, said he would address the tragedy in oversight hearings. Further, Weicker has introduced a bill to set up a trust fund, financed from fines levied by OSHA, for injured workers as well as the families of killed workers.

S 2086 is "ground-breaking," according to a Weicker aide, because the OSHA penalties collected customarily go to the U.S. Treasury, not to compensate victims' families.

Safety violations charged in death of member on Cobo Hall piling job

Millgard Corp. of Livonia, Mich., was recently cited by the Michigan Department of Labor for two safety violations in the collapse of a fabricated, load test box that broke apart at Cobo Hall in Detroit and killed foreman Pete Lavin, a company employee and member of Carpenters Local 118.

Each citation carries a $400 fine, which is the maximum penalty allowable for a "serious violation" of the state construction code. The company is appealing.

According to an investigation by the construction safety division of the department's Bureau of Safety and Regulation, Millgard violated a general duty standard, in using improper welds on the box, and a barricading standard, which calls for erected barriers to keep workers out from under the box.

According to Joe Wrzesinski, chief of the construction safety division, the citation regarding improper welds did not include any specifics, only that by the box breaking loose were there grounds for a citation.

The box was fabricated to load-test piles driven into the soil for the expansion project's foundation. The piles are tested for sinkage before the foundation is set. When loaded, the box was filled with nearly 400 tons of slag.

When the box broke, the gravel-sized slag nearly emptied. Lavin and other workers were in the immediate area. The slag caught and buried Lavin, but other workers escaped uninjured. It took the other workers 20 minutes to dig Lavin out. He was pronounced dead on arrival at a local hospital.

The second violation occurred when, according to investigation statements, workers admitted going under the box to check load test gauges on the day of the collapse.

"Serious" penalties originally were $1,000 each, but have been winnowed down by a variety of reasons over the years, said Wrzesinski.

The maximum state fine is $10,000 for willful safety violations that result in a fatality, but even that fine can be lessened by mitigating circumstances.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Credit union leader

Al Staley, former 10th District board member is active in retirement as an officer of the Victoria, B.C. Labour Council Credit Union—Assets for the credit union now total over $3.5 million, as it marks its 40th anniversary.

Manitoba retiree

On January 22, members of Local 2612, Lumber and Sawmill workers, Abitibi-Prince, Pine Falls, Manitoba, gathered to honor Henry McCauley upon his retirement after 31 years "in the bush." McCauley was presented with a local, handmade wooden clock to commemorate the occasion. He is the fourth member to retire in recent months and the first one ever from the local's sector.

The members of Local 2612 wish McCauley "ambe gish mino seyan e kikiski to yan Kitano Kiwin," which means in the native Sault eux language, "good luck on your retirement."

Shown making the presentation is Gordon Asmundson, president.

Club One members active in community

Shown here are the members of Club 1, Roseville, Calif., active in union and community affairs. They are Mina Lyman, Leonard Lyman, Elwood Cupps, Emily Van Vleet, Robert Blake, Elsie Willis, Irene Hay, Carolyn Lorenson, Mary Ellen Johnson, Virginia West, Helen McGuire, James West, Jack Davis, Mary Davis, Loyd Van Vleet, LaVere Leighty, Marie Blake, Donna Cupps, Monroe Hay and Marie Kramer.

Members not present are Joseph Beeson, Carl Isaacson, Karl Kubik, Burns Lamb and Maxine McCormack.

Macon retirees celebrate centennial

Local 144, Macon, Ga., retirees enjoyed a night of celebration as the local marked its 100th anniversary. Some gathered for a photograph. They were J.D. Green, B.T. Windham, H.H. Smith, A.E. Moore, James Clack, Oran Russ and James Hamlin. Not shown were Jack Scarborough, Chester Gunter, Joe Sanders, A.B. Jones and B.P. Davidson.

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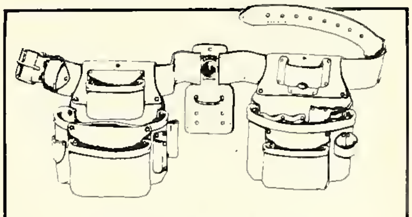

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Labor News Roundup

Top contractors get six-digit wages and bonuses

Average total compensation for presidents of construction firms reporting over $100 million in revenues was $243,766, led only by the board chairman, which reported an average total compensation of $388,035.

The 1988 edition of the *PAS-FMI Executive Compensation Survey For Contractors* details the salaries, bonuses, benefits and perquisites currently paid to executives in construction firms . . . from president through general superintendent and controller. The survey breaks down the information for each position by type of firm, type of construction performed, revenue size, geographic location and more.

In all responding firms paying executives both salaries and bonuses, the average total compensation for presidents is $153,253. The most popular perk remains the company car, with 88% of the firms providing the benefit. Professional dues (81%) and club memberships (59%) followed as the next popular perks.

Developers provided the highest total compensation for presidents averaging $182,569 followed closely by construction management firms at $170,919. Electrical, mechanical, other specialty, and general contractors were clustered between $131,317 and $159,399. Building contractors reported the highest average base salary at $106,173 with municipal contractors at the low end with $101,297.

The *1988 Executive Compensation Survey For Contractors* is an annual publication of PAS-Personnel Administration Services, Inc. in cooperation with FMI. The 4th annual survey is over 100 pages of detail covering compensation on 2,500 construction executives in over 275 firms.

Chinese firm lifts profits by cutting working hours

One of the first factories to abolish China's six-day working week says it enjoys higher profits as well as happier workers, the official New China News Agency, said recently.

A traditional medicine factory in Chungking, southwest China, slashed its week from six eight-hour days to five of six hours a year ago and productivity and quality soared.

Demoralized workers used to sleep on the job, waste time and even threatened to strike under the old system. But output is now up 40% and profits have risen by more than half, the agency quoted factory officials as saying.

"People can be energetic only for a few hours at a time," plant director Liu Zhongchao said.

"People drop off, like an arrow at the end of its flight. Why not shorten the working hours to stimulate worker incentive?"

Most workers in China's state-run factories and offices work a compulsory six days with few holidays.

Poll shows nuclear energy growth predicted by public

According to a new Gallup poll, 77% of the American public believe nuclear energy will be an important factor in meeting the country's future electricity needs, and 75% believe that the nation's need for nuclear energy will increase in the years ahead.

The poll found also that 59% of the public favors the use of more nuclear energy if it will reduce our dependence on foreign oil, while 32% expressed the opposing viewpoint. And 67% believe that nuclear energy is a good or realistic choice as an energy source for large-scale use.

Illegal immigrants lower pay of legal immigrants

Illegal aliens are depressing wages and worsening working conditions for legal immigrants and native Americans in low-skilled and low wage jobs, the U.S. General Accounting Office in Washington said in a recent report.

The report, citing empirical data and several case studies, said both U.S.-born and legally documented immigrants are being hurt, especially those working as janitors and farm and food processing workers. It went on to identify restaurants and companies producing auto parts, shoes and clothing as others that often employ illegal aliens.

The willingness of illegal aliens to work in low-skilled jobs for less than the minimum wage in those industries has depressed wages and benefits for comparable native and legal immigrant workers. But, according to the report, it also found that the low wages paid to illegal aliens allow some of the businesses to grow or survive foreign competition, indirectly expanding job opportunities and wages for higher-skilled workers in the same trades.

Without a pool of flexible illegal immigrants willing to work at sewing machines in high-fashion garment plants or as shoemakers, many companies would shut down or move out of the country, states the GAO.

Newspaper Guild's retiring president hits union busters

After 32 years with the Newspaper Guild and 18 years as its president, 64-year old Charles Perlik is taking a slightly early retirement. According to Perlik, it is the worst of times for unions and the best of times for him to end his career in the labor-management struggle.

Employers have been emboldened by an anti-union spirit that has gripped the nation since President Reagan broke the air traffic controllers union and adversely influenced the National Labor Relations Board, Perlik stated.

One of the worst trends, he said, is the use by newspaper publishers of "union busting" law firms, which often have the attitude that if they conclude negotiations with a signed contract, they have failed.

Two-tier wage plans are more unpopular

The waning popularity of two-tier wage plans is coming about because the schemes have proved to be divisive among employees and, in some industries, increasingly difficult for employers to stick with in areas where labor shortages have developed, according to labor observers interviewed by the Bureau of National Affairs. In some cases, employers have found the plans put them at a disadvantage in competing for workers in a tight labor market.

The biggest decline is in the number of new contracts containing two-tier wage plans rather than in the decline of existing ones. There has been a saturation of such plans in companies and industries that were susceptible to them, according to Jim Martin, professor at Wayne State University. There is a definite trend toward elimination of two-tiers altogether, although it is not as rapid as the non-growth.

Court rules OSHA doesn't need warrant to inspect records

An OSHA compliance officer does not have to obtain a warrant or subpoena in order to inspect an employer's record of workplace injuries and illnesses during a plant inspection spurred by an employee's complaint to OSHA, according to a recent decision by the U.S. Court of Appeals for the Fourth Circuit.

This decision was based upon the fact that OSHA's need for the information outweighs the "minimal" intrusion on an employer's privacy interests when OSHA compels disclosure of workplace injury and illness records during an otherwise valid plant inspection.

CONSUMER CLIPBOARD

The talk about radon and what's behind it

Not every home has a problem, but the radon level should be checked in some areas

For the past few months we have been warned of the hazards of radon through the news media. Companies have marketed radon tests which range in price from $10 to $50. In the next two months we would like to, hopefully, clear up and answer some of the questions which have gone unanswered during this "radon scare."

Medical studies have linked radon exposure to cancer. The link dates back to when a strong correlation was observed between the number of lung cancer cases among uranium miners and their higher-than-normal exposure to radon in underground mines.

Radon has always been present in the geological environment and has long been known to be a major source of naturally occurring radiation to which humans are exposed. However, it is the level of radon exposure which is of concern.

Since the discovery in recent years of homes in New Jersey and Pennsylvania containing extremely high levels of radon, scientists have been taking a closer look at the impact of radon on the health of residents of homes contaminated with radon.

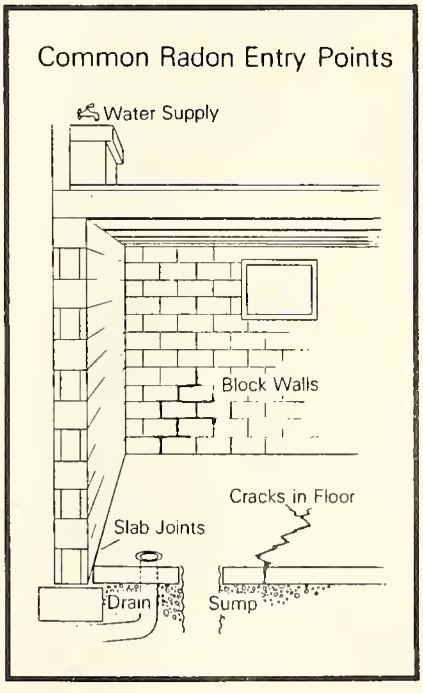
The U.S. Environmental Protection Agency and the Centers for Disease Control estimate that between 5,000 to 20,000 lung cancer deaths per year are radon-induced. This compares to 110,500 lung cancer deaths each year attributed to smoking. Much of the past research on radon-induced lung cancer is related to experiences of uranium miners. Researchers continue to study the health effects of radon on residents of homes.

Radon is a radioactive gas which occurs in nature. You cannot see it, smell it or taste it. It comes from the natural breakdown (radioactive decay) of uranium and it can be found in high concentrations in soils and rocks containing uranium. Radon may also be found in soils contaminated with certain types of industrial wastes, such as the byproducts from uranium or phosphate mining.

In outdoor air, radon is diluted to such low concentrations that it is usually nothing to worry about. It becomes harmful when it is allowed to accumulate in an enclosed space, such as a home. Indoor levels depend both on a building's construction and the concentration of radon in the underlying soil.

The only known health effect associated with exposure to elevated levels of radon is an increased risk of developing lung cancer. And, not everyone exposed to elevated levels of radon will develop lung cancer. The time between exposure and the onset of the disease may be many years. The risk of developing lung cancer depends upon the concentration of radon and the length of time you are exposed.

For example, a slightly elevated radon level, for a long time may present a greater risk of developing lung cancer than exposure to a significantly elevated level for a short time. In general, risk increases as the level of radon and the length of exposure increase.


Common Radon Entry Points

Radon, itself, naturally breaks down and forms radioactive decay products. As you breathe, the radon decay products can become trapped in your lungs. As these decay products break down further, they release small bursts of energy which can damage lung tissue and lead to lung cancer.

It has what is known as a "half-life" of 3.8 days. This means that if a container is filled with pure radon, half of it will decay in 3.8 days; half of what is remaining will be gone in another 3.8 days.

Not every home has a problem with radon. But at the present, no one knows which houses have a problem and which do not. Authorities studying the problem are not even sure which areas of the country are naturally high in radon.

Although radon has always been present in the air, concern about elevated indoor concentrations first arose in the late 1960s when homes were found in the West that had been built with materials contaminated by waste from uranium mines. Only recently have authorities become aware that houses in various parts of the country may have high indoor radon levels caused by natural deposits of uranium in the soil on which they are built.

Since radon is a gas, it can move through small spaces in the soil and rock on which a house is built. It can seep into a home through dirt floors, cracks in concrete floors and walls, floor drains, sumps, joints and tiny cracks or pores in hollow-block walls.

Radon can also enter water within private wells and be released into a home when the water is used. Usually, radon is not a problem with large community water supplies, where it would likely be released into the outside air

Continued on Page 38

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FOREIGN MISSION

A missionary, Rev. Smithers, arrived in Africa and sent a telegram to his wife. By mistake, it was delivered to another Mrs. Smithers, whose husband had died the day before. She read: "Arrived safely this morning. The heat is awful."

DON'T BUY L-P

DINING OUT

Angry Husband: If you don't have dinner ready in 10 minutes, I'm going to a restaurant.
Wife: Just wait five minutes.
Husband: Will it be ready then?
Wife: No, but I'll be ready to go with you.

Globe

USE UNION SERVICES

GARDEN GROWTH

We noticed a couple in an amusement park wearing T-shirts labeled, "Russell." The four small children following had T-shirts that read "Russell's Sprouts."

—Globe

POLITICIANS

My friend Myron was doing some traveling in cannibal country and came across a cafeteria deep in the jungle.

A sign advertised fried missionary for $3, boiled hunter for $4, sauteed safari guide for $5 and baked politician for $15. Myron asked why the politicians were so expensive. The cook replied: "Did you ever try to clean one of 'em?"

Globe

ADOPT A LUMBER COMPANY

FALSE ARREST

Bill: Did you hear they arrested a man at the coffee shop for paying with a counterfeit bill?
Joe: What did he have?
Bill: Decaffeinated coffee with imitation cream and artificial sweetener.
Joe: Seems fair.

Farmer's Digest

LOOK FOR THE UNION LABEL

Z Z Z Z Z Z Z
Z Z Z Z Z Z

GREAT PLACE FOR BEATS

A Texan and a New Yorker were discussing the relative merits of their respective climates.

"Down where I live," said the Texan, "we grew a pumpkin so big that when we cut it my wife used one-half of it as a cradle to rock the baby."

The New Yorker smiled. "Why, my dear fellow," said he, "that's nothing at all. A few days ago, right in New York City, three full-grown policemen were found asleep on one beat."

Nancy's Nonsense!

THIS MONTH'S LIMERICK

The bustard's an exquisite fowl,
With minimal reason to growl;
He escapes what would be
  illegitimacy
By grace of a fortunate vowel.

—Deanne Evans
Huntington Beach, Calif.

WEIGH TO GO!

A dieter stepped off the bathroom scale and groaned.

"What's the matter, honey?" her husband asked.

"I'm almost down to what I didn't want to get up to," she said.

Nancy's Nonsense!

REGISTER AND VOTE

WHITE LIE

After his speech before a civic organization, a very diplomatic speaker was approached by a little white-haired woman who told him how much she enjoyed his talk.

"I take the liberty to speak to you," she said, "because you told us you love old ladies."

"I do, I do," was the gallant reply. "I also like them your age."

Nancy's Nonsense

STAY IN GOOD STANDING

FOUNTAIN OF YOUTH

When we were paying our bill in a restaurant, my husband showed the cashier our senior citizens card. She said that she could not give us a discount because the card had expired.

"What's wrong?" my husband asked. "Do you think we've gotten younger since we received the card?"

Nancy's Nonsense

BE AN ACTIVE MEMBER

TEACHER KNOWS

Teacher: John you copied answers from Joan during the test yesterday, didn't you?
John: Yes, but how did you find out?
Teacher: Joan's answer to number 10 says, "I don't know," and yours says "I don't either."

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Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

ITHACA, N.Y.

On Saturday, October 24, 1987, following the annual awards banquet, members of Local 60 and their guests witnessed the presentation of service pins to members with 20 years or more of service to the Brotherhood. The evening concluded with a dance at the Ithaca Moose Club. Presenting the service pins was Arthur L. Baker, Local 603 business representative.

Picture No. 1: 50-year members honored, front, James Krizek, 62 years and Frank Muzzy, 50 years.

Back row, Reino Hill, 51 years; Jerry Kunz, 52 years; Francis Williams, 50 years and Edward F. Murphy, 50 years.

Picture No. 2: 45-year members include Paul R. Morris, 48 years; Walter Lindstrom, 47 years; Robert Marshall, 45 years and George Pine, 46 years.

Picture No. 3: 40-year members honored were, front, Franklin Howser, Walter Komaromi, James McBurney and Sam Matychak, all 41-year members.

Back row, Lee Teeter, 41 years; Eugene H. Roe, 42 years; William Hertel, 40 years and Henry Teeter, 41 years.

Picture No. 4: Members honored for 35 years of service were, front, Richard Rumsey, 37 years; Arne E. Louko, 36 years; Arthur Benjamin, 38 years; George Tohkanen, 36 years and John Walters, 36 years.

Back row, Steven Gaydosh, 36 years; Edward Boyce, 36 years; Patsy Elmo, 36 years; Augustine Elmo, 36 years; William Johanson, 36 years; William Hall, 38 years and Charles Ritzler, 38 years.

Picture No. 5: 30-year members were, front, Ray Matta, 34 years; Lloyd Layaw, 31 years and Sylvanus Chapman, 31 years.

Back row, Donald Uitti, 31 years; Harold Stanton, 32 years; John Cundy, 30 years and Fred Maki Sr., 33 years.

Picture No. 6: 25-year members were, front, George Ball, 25 years; David Jones Sr., 29 years and Robert Pierce, 27 years.

Back row, Robert Cunningham, 28 years; Andrew Fuller, 26 years and Clarence Maine, 28 years.

Not present for photo was Gerald Hendrix, 28 years.

Picture No. 7: 20-year members honored were, front, Michael Zevetchin, 24 years; Raymond Lupold, 23 years; Carl Doscher, 23 years; Kenneth Hoyt, 24 years; Clarence Matizas, 23 years and Myron Whitmore, 24 years.

Back row, Terry Fisk, 22 years; Charles Sherman, 21 years; James Hodgson, 21 years; Raymond Bunce, 21 years; Eugene DeLong, 22 years; Arthur L. Baker, 23 years and business representative; Richard Berggren, 22 years; Larry Liddington, 20 years; Paul Whitmore, 23 years and John Wilcox, 21 years.

Not present for photo were Howard Nichols and Floyd Beebe, both 21-year members.

Ithaca, N.Y.—Picture No. 1

Ithaca, N.Y.—Picture No. 2

Ithaca, N.Y.—Picture No. 3

Ithaca, N.Y.—Picture No. 5

Ithaca, N.Y.—Picture No. 6

Ithaca, N.Y.—Picture No. 4

Ithaca, N.Y.—Picture No. 7

MEMPHIS, TENN.

Local 345 recently held its annual pin presentation ceremony to honor its members.

Picture No. 1: 50-year members honored were James A. Chrestman, George Crawford and Frank Pitt.

Not present were L.L. O'Connor and L.N. Williams.

Picture No. 2: Members honored for 45 years of service were W.W. Cannon, Davis Mosley, W.F. Wells, E.L. McCall, James Phillips, Ervin Riddle, Bert Ellis, E.L. Griggs, B.D. Hall, E.G. Hall, Charlie Lewis, Mott Gray, Dewel Keith, Floyd Hubbard and Joseph Hesselbein.

Not present were James E. Dalton, William A. Field, R.E. Gibson, Curtis D. Helums, Wilbur Higgins, Roy C. Landers, R.C. Livingston, Floyd Nunn, William E. Roach, Carl A. Sanford, Carl C. Snyder and C.E. Weaver.

Picture No. 3: J.W. Kelly, E.G. Sewell and S.L. Thompson were presented 40-year pins.

Members not present were Harvey T. Brents, Otis Downs, James E. Hartz, Clarence Lishman, Frank Maddox Jr., Elwood Pierce, E.L. Pitts, W.K. Reed and Sam Tune.

Picture No. 4: James Tucker, 35-year member.

Those not present were Saul Galloway, H.L. Holden, J.W. Owens, William M. Robinson and Sam M. Ward.

Picture No. 5: Felix McElhaney, 30-year pin.

Those not present were T.J. Bounds, Denver G. Forbis, Carl Harrison, Thurston Howard, John Sanders and Edward T. Williams.

Picture No. 6: Fred Woods Jr., 25-year member.

Those not present were John Abbott and Roland B. Brown.

Picture No. 7: Members honored for 20 years of service were Paul Burns, Robert E. Burns, Dale C. Parish, Alton Farley and Roy A. Smith.

Those not present were Morgan L. Dowdy Jr., Billy Garrett and Robert Street.

Memphis, Tenn.—Picture No. 1

Memphis, Tenn.—Picture No. 3

Picture No. 4

Picture No. 5

Memphis, Tenn.—Picture No. 2

Picture No. 6

Memphis, Tenn.—Picture No. 7

HARRISBURG, PA.

At the annual Christmas meeting of Local 287, pins were presented to members having 20 years or more of service to the Brotherhood. Pins were presented by A. Robert Losiewicz, president, and Richard W. Martz, secretary treasurer of the Keystone District Council and a member of Local 287.

A 65 year member, Raymond Watson, was honored, although he was unable to attend.

Picture No. 1

Picture No. 1: Charles Neiman, 50-year member.

Those unable to attend were Paul Kemp and Samuel A. Stone.

Picture No. 2: 45-year members honored were, front, Lorenzo W. Anderson and John R. Henderson Sr.

Back row, David S. Sanderson, William L. Henderson and Robert Klick.

Those unable to attend were, Pasquale Bracale, Harry Deibert, John J. Ebert, John A. Swarner and William B. Thomas.

Picture No. 3: 40-year members honored were, front, William D. White, Daniel Krehling and Robert Hackenberger.

Back row, Charles C. Nell, Eugene Kimmel, Leroy K. Curtier, Roy Peifer and Oliver Nornhold.

Those unable to attend were Oscar R. Acri, Jacque R. Creamer, Sylvester Eppley, Walter Himes, Leon Reinhard and Alfred Rummel.

Picture No. 4: Honored for 35 years were, front, John L. Murr Sr., Harold Harshbarger, Lamar Minnich and George H. Wise.

Back row, Robert Gutshall, Henry W. Lewis, John E. Winters, Paul G. Geib and Walter Fluke.

Those unable to attend were Merlin Bardell, Marlin F. Esterline, Robert T. Evans, George H. Harnish, Jerry Lightfoot, Clyde F. Myers, Ralph E. Ross, James R. Smith and Charles F. Steele.

Picture No. 5: 30-year members honored were, front, Beverly S. Irwin, William Ostermayer and Herbert E. Strine. Back row, Richard Graybill, Fred S. Hiller, Wilford Sober, Claude Morrison and Donald E. Sealover.

Those unable to attend were Henry Barnes, Donald Gasswint, Charles L. Hann, George W. Martin, James L. Miller Jr., Nevin L. Nailor, Paul H. Stull and George L. Ulsh.

Picture No. 6: 25-year members were, front, A. Robert Losiewicz.

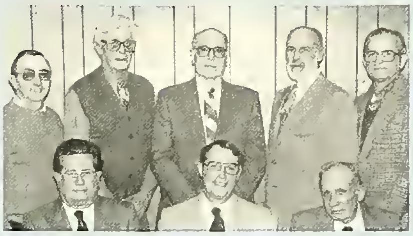
Back row, J. Elwood Brandt, James D. Benner and Lawrence Brandt.

Those unable to attend were Robert K. Bassler, Henry Faul, Ralph Greiner, Christian Hershey, J. Grover Kennedy and Lucian J. Stutts.

Harrisburg, Pa.—Picture No. 2

Harrisburg, Pa.—Picture No. 4

Harrisburg, Pa.—Picture No. 3



Harrisburg, Pa.—Picture No. 5

Harrisburg, Pa.—Picture No. 6

GLENDALE, CALIF.

Local 563 honored 25 and 50-year members at its 1987 Christmas party.

Picture No. 1: Buddy Zappacosta, 50-year member, center, with Financial Secretary Steven Graves and president L.J. Simpronio. Other 50-year members, not shown, were Harold Kalk and John Skjegstad.

Picture No. 2: 25-year members honored were, front, Menno Rempel, Bruce Giden and Joe Fay.

Back row, James McPhillips, Juan Morales and Robert Hanson.

Twenty-five year numbers not shown but honored were William Jehue, Carl Moss, Tom Sather and Larry Way.

Glendale, Calif.—Picture No. 1

Glendale, Calif.—Picture No. 2

Tulsa, Okla.—Picture No. 2

Picture No. 1

Tulsa, Okla.—Picture No. 3

TULSA, OKLA.

Local 943 honored its members last year at its pin presentation ceremony.

Picture No. 1: John Shoefstall, 70-year member.

Picture No. 2: 50-year members honored were, front, Gene E. Anderson and Clarence Hunt.

Back row, John Jack Clack and Simpson G. Hill.

Those not present included Francis Croman, Ralph H. Piper and O.A. Sheline.

Picture No. 3: 45-year members honored were, front, Charles O. Dawes, Leonard Baker Jr., Cleo H. Collins and Kenneth Cummins.

Second row, Floyd Jackson, A.C. Knighten, R.E. Owens and Millard O. Wakeford.

Back row, Jeff Weeks, Lee L. Williams and Walter W. White.

Those not in attendance were Abbie A. Ashlock, Bruce Bigby, C.K. Bishop, Elmer G. Cantrell, Howard Center, Loy E. Claypool, Sam H. Coley, B.A. Colley, Boyd Cook, D.E. Craig, Thomas E. Davis, R.E. Dearrington, Lewis Elliott, Loe Faust, W.H. Flood, Melvin R. Harkins, Tollie T. Hodge, Vern Hughes, Jack R. Jewell, Walter L. Johnson, Bert A. Largent, T.E. Lawrence, Howard L. Mannon, Olney H. Perry, William Ted Pickard, C.H. Rozell, Hubert Tracy, George H. Welker and Harold E. Wood.

Picture No. 4: 40-year members were, front, Fred E. Lane, Walter E. Brashier and Robert F. Campbell.

Back row, Walter Darrough and Jack H. Peacock.

Those not in attendance were James J. Barnett, John F. Battese, Alva Corbell, John Cordray, Billy J. Cottrell, H.L. Daniels, Howard Doerflinger, George W. Dunagan, Rolin M. Fields, William E. Holderman, Bonnie Lemons, Luther E. Martin, C.B. Pack, Clarence R. Pack, Obed W. Patty, Lawrence R. Plummer, Carl J. Schlosser, J.B. Stevens, B.F. Thomason, Joe S. Toney and J.V. Updike.

Picture No. 5

Picture No. 5: Curtis L. Jones, 35-year member.

Those not present included William R. Ashmore and Wayne Freeburg.

Picture No. 6: Members honored for 30 years of service were, front, James P. Andrews, Elmer N. Dinsmore and John L. Arnall.

Second row, Warren C. Davis, Marion F. Breshears and John A. (Jack) Giesen.

Third row, Frank L. Parnell, John Still and Wilbert R. Welty.

Those not in attendance were Don Berry, Ted L. Biggs Sr., Charles M. Casey, Erban L. Dampf, Dennis W. Edwards, T.J. Gowen, Kenneth Gragg, Ola B. Hammett, David L. McCord, Virgil McNeil, Leonard A. Morrison, Arnold D. Nix, Harland J. Seabolt, Tracy Titus, M.C. Vanderford, John K. Wilson Jr., Eurvin E. Smith, John F. Still and Sumner L. Voyles.

Picture No. 7: Albert Ray Patterson and Dewey G. Applegate were honored for 25 years.

Those not in attendance were Brownie Berry, William L. Couch, George R. Davis, W. Leroy Hough III, Robert W. Martin, Erbie Millet, Reinhold J. Nelson, Willis D. Oates, Elmer H. Perry and William Z. Reid.

Picture No. 8: 20-year members honored included, front, Harley G. Roper, Billy M. Sanders and George L. Krouse Jr.

Back row, R.W. Underwood and Ronnie Simmons.

Those not in attendance included Rossie B. Armes, Russell H. Bond, Charles Brunson, Elmer D. Burford, Charles E. Cunningham, Eual Davis, Arthur Dunn, Joe Ellis, Mark A. Esau, Charles E. Fielden, James C. Harris, Dennis M. Hill, William M. Johnson, John L. Marble, Edwin C. Orpin, Charles C. Richards, Virgil L. Thurman and Robert Elvis Wood.

Tulsa, Okla.—Picture No. 4

Tulsa, Okla.—Picture No. 6

Tulsa, Okla.—Picture No. 7

Tulsa, Okla.—Picture No. 8

ASHLAND, MASS.

Local 475 held a Christmas party and awards ceremony at the BPOE in Hudson.

Picture No. 1: Mario Rivero, 45-year member.

Picture No. 2: 40-year members honored were Genno Tassinari, Albert Coppola, William Surette, Edward Lambert, Ostello Gasperoni and Paul Luke.

Picture No. 3: Stanley Bokoski and Fred "Dusty" MacDonald were honored for their 35 years.

Picture No. 4: 30-year members honored were Aubrey Miles and Robert Miles.

Picture No. 5: Thomas Nantovich, 25-year member.

Ashland, Mass.—Picture No. 4

ELMWOOD PARK, ILL.

Members of Local 80 were recently honored for their service to the Brotherhood at a pin party.

Picture No. 1: Arthur Anderson, 65-year member.

Picture No. 2: Kurt Meister, 60-year member.

Picture No. 3: Nick Patano, 50-year member

Picture No. 4: 45-year members honored included Joseph Gorzkowicz, Victor G. Mirshak, Financial Secretary Charles E. Gould, Frank Kapel, Louis Patano and Joseph Maison.

Picture No. 5: 40-year members honored were Ralph Gorski, Anton Pavlovsky, Howard A. Sundberg, Martin A. Kapel, William Beldsole Jr. and Roy H. Metoyer.

Picture No. 6: Members honored for their 35 years of service were Alfred J. Turcotte, John R. Scott, Umberto Adami, Chester Janik, Sebastian Alexander, Glenn Martin, Elmer J. Ritchie, Hillard M. Dzieman, Carl H. Emmel, Janis Sprenne and Edward A. Nycz.

Picture No. 7: 30-year members honored included Frank Kloiber, Edward G. Osterman and Donald A. May.

Picture No. 8: David E. DeBolt, Dennis E. Purgatorio, Opensky and Raymond A. Jonser were honored for 25 years of service.

Picture No. 1

Picture No. 5

Ashland, Mass.—Picture No. 2

Ashland, Mass.—Picture No. 3

Picture No. 1

Picture No. 2

Elmwood Park, Ill.

Picture No. 3

Elmwood Park, Ill.—Picture No. 4

Elmwood Park, Ill.—Picture No. 7

Elmwood Park, Ill.

Picture No. 6

FOND DULAC, WIS.

C. H. Kleinfeldt, member of Local 782, Fond Dulac, Wis., recently was awarded his special recognition card and pin for being a member with 50 years of service to the Brotherhood.

RICHMOND, IND.

Morris Shields, member of Local 912, received his 50-year service pin and life membership card at a regular meeting in December.

CENTRAL CONNECTICUT

Two members received 50-year pins at the 86th Connecticut State Convention. Shown in the accompanying picture are President Cunningham; Joseph Lia, First District Board member; Joseph R. Therrien and John Dillon, 50-year members, and Secretary-Treasurer David Saldibar.

Central Connecticut

Elmwood Park, Ill.—Picture No. 5

Elmwood Park, Ill.—Picture No. 8

VAN NUYS, CALIF.

Local 1913 held its annual pin presentation and dinner at the Odyssey Restaurant overlooking the San Fernando Valley.

Picture No. 1: 50-year members honored were Clarence McElravy, Walter Spencer and Pete A. Kaldhusdal.

Picture No. 2: 45-year members were, front, Arthur Garcia, Pasquale DeFusco, William R. Alloway and Windell Gaskill.

Back row, Carl Lorimar and Otis Mansfield.

Picture No. 3: Members honored for 40 years were, front, Frank Wilson, Edward Bertell, Frank Beyea, George Fairweather, Alfred Ferguson and Harold Fritz.

Second row, Norman Johnson, Robert Lamp, Reginald Sharp and John Skogrand.

Back row, Wayne Seaman, Leo Santoro and Carl Johnson.

Picture No. 4: 35-year members honored were, front, Robert Ponce, Paul Moreno and Wesley Hughes.

Back row, Andre Richard, George Mathias Jr. and Julius Frommer.

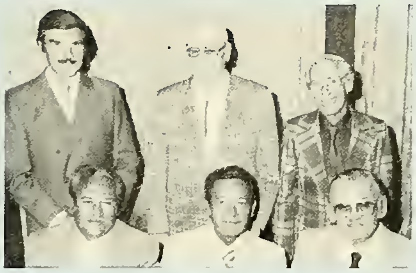
Picture No. 5: Members honored for 30 years of service were, front, Jerry Sirski, Alberto Aceves, Andres H. Nava and William Dwyhalo.

Back row, Ron Passman, Arthur Handley, Frans Tereska and John Swenson.

Picture No. 6: Charles Diskin and Robert Erickson, 25-year members.

Van Nuys, Calif.—Picture No. 1

Van Nuys, Calif.—Picture No. 2


Van Nuys, Calif.—Picture No. 4

Van Nuys, Calif.—Picture No. 5

Van Nuys, Calif.—Picture No. 6

Van Nuys, Calif.—Picture No. 3

TOLEDO, OHIO

Millwrights Local 1393 honored their long-time members at a special holiday celebration. Pins were given to those in attendance.

Picture No. 1: Ralph C. Beavers, 40-year member.

Picture No. 2: Henry W. Honaker and George Ray Medlin Sr., 35-year members.

Picture No. 3: Harlowe Swarthout, 35-year member.

Due to the inclement weather the following members did not attend to receive their pins: Urban Haslinger and Frank Yeager, 50-year members; Ralph Stephens, 40-year member; H.L. Hampton, Orville, Highley and Kenneth MacLean, 35 years; Gibson Janson, Leonard Phillips and John Seiler, 30 years; William Crouse, Ernest Korn and Howard Wheeler, 35 years.

Toledo, Ohio
Picture No. 1

Toledo, Ohio
Picture No. 3

OCAL UNION Nº 1393
Toledo, Ohio—Picture No. 2

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER *magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.*

NEW LONDON, CONN.

Members of Local 1302, New London, Conn., were honored at a quarterly meeting for their service to the Brotherhood.

Randolph Molin, 50-year member.

45-year members included Allen Hopkins, Raymond Howard, Clayton Palmer, James Panciera, Santo Panciera and Russell Peckham.

Edward Hirschfeld and William Northey, 40-year members.

35-year members included Michael Lovetere, Thomas Quaine, Jack Scarpa, Eddy St. George and Merril Shover.

30-year members honored were James Best, John Morgan and Werner Rappelt.

Members honored for 25 years of service were Ronald Bernier, Paul Breault, Franklin Bergman, Vincenzo Didone, Robert Lupinacci, William Matejak, Gordon Olsen and Delmar Savage.

Syracuse, N.Y.

SYRACUSE, N.Y.

Local 12, Syracuse, N.Y., recently honored 14 members who have served 50 years with the Brotherhood. Four that were available for a photograph are Fred Guenther, Lawrence Skinner, Louis Garlick and Howard Smith, former president and agent.

Those not shown here but honored were Carter Stonecysher, Gordon Mutz, Alphonse Cloeys, James McKimm, Joseph Amann, Stanley Blonsky, D.W. Harrington, Robert Zinsmeyer, Reginald Verrette and Michael Mitchell.

IN MEMORIAM

The following list of 635 deceased members and spouses represents a total of $1,185,333.73 death claims paid in February 1988; (s) following name in listing indicates spouse of member.

Local Union, City

1 **Chicago, IL**—Wilbur J. Bruty.
5 **St. Louis, MO**—Carl G. Henne, Howard E. Chandler.
7 **Minneapolis, MN**—August Waldera, Carl Herman Youngquist, Carl O. Mork, Gustav Harry Erickson, Myrtle Youngquist (s), Voldemar Liivik.
8 **Philadelphia, PA**—Alarik Tattala, Stanley B. Klepka.
9 **Buffalo, NY**—John Simoneit
11 **Cleveland, OH**—John S. Baricevich, Stephen Dzurilla.
12 **Syracuse, NY**—Anthony Barnell, William L. Simpson.
13 **Chicago, IL**—Genevieve McCafferty (s), Jerry Radice, Joseph Bubla, Steve Brozek, Victor Rose.
15 **Hackensack, NJ**—Joseph Mushinskie, Julia M. Fremer (s), Werner J. Schulze.
16 **Springfield, IL**—James B. White, W. Frank Hodges.
22 **San Francisco, CA**—Edmund Robert Rosemont, Harry Wiedenkofer, James P. Busby, John H. Newmarker, Karl Edwin Persson, Leonard S. Lahtinen.
24 **Central, CT**—Fred Sabatino.
25 **Los Angeles, CA**—Willie Roy Watson.
27 **Toronto, Ont., CAN**—J. Paul Dufresne, Louis Eveleigh.
35 **San Rafael, CA**—David H. Scott, Jennie Mae Jack (s), Laurence Hinrichs, Robert L. Watson.
36 **Oakland, CA**—Benjamin Franklin Impson, Emerson L. Pinkard, Robvert E. Jacobs, Thomas Hatfield.
38 **St. Cathrns, Ont., CAN**—Anne Catharine Lawson Robinson (s), Isabella Philip (s).
40 **Boston, MA**—William Mogan.
42 **San Francisco, CA**—Georgia C. Hulsey (s).
43 **Hartford, CT**—Clarence Ainsworth.
44 **Champaign & Urbana, IL**—Rose L. Dable (s).
47 **St. Louis, MO**—Anna Szramkowski (s), Bernard J. Gassel, Carl G. Noack, Eldon L. Williams, Francis K. Klocke, John Mueller.
50 **Knoxville, TN**—Walter A. Tarwater.
51 **Boston, MA**—Edward J. Flynn.
61 **Kansas City, MO**—Arthur Severin, Charles E. Pritchard, Charles M. Young, Donald Schreiber, Flora Schuber (s), Ralph E. Johnson Sr., Teddy L. Patterson.
62 **Chicago, IL**—Eleanor M. Mihaljevic (s), Gustav E. Carlson.
63 **Bloomington, IL**—Harold K. Shoemaker, Robert N. Garrett.
65 **Perth Amboy, NJ**—Charles A. Leo.
67 **Boston, MA**—Angelo De Carlo, Cotter B. McKenzie.
69 **Canton, OH**—Franklin L. Johnson.
71 **Fort Smith, AR**—Monroe Winborn
76 **Hazelton, PA**—Margaret Okronglis (s).
77 **Port Chester, NY**—Clement F. Virtuoso, Josef Erhard, Michael V. Morabito.
87 **St. Paul, MN.**—Gustave A. Gehrke, Herbert O. Johnson.
90 **Evansville, IN**—James R. Allen.
93 **Ottawa, Ont., CAN**—Frank Dziadura.
94 **Providence, RI**—George W. Olson.
98 **Spokane, WA**—Ellis J. Pittenger, Leo L. Miller.
100 **Muskegon, MI**—Frank J. Bartunek.
101 **Baltimore, MD**—Jack Lintz Sr.
102 **Oakland, CA**—Andrew G. Gallego, Edith Evelyn Stagner (s). Francis Albert Secor.
104 **Dayton, OH**—Charles Cloyd Smith, Glenn E. Leatherman, Herman L. Bowser. John H Campbell, Murray E. Amsler.
106 **Des Moines, IA**—Basil Lee Terrell.
107 **Worcester, MA**—Eino E. Lahti.
108 **Springfield, MA**—Lawrence E. Dion.
109 **Sheffield, AL**—Jesse H. Portwood.
111 **Lawrence, MA**—Peter E. Desroche.
114 **East Detroit, MI**—Frances Kulik (s), Hans Janner Jr., Lorenzo A. Bartoni.
118 **Detroit, MI**—Anna B. Staggs (s), Henry V. Schroeder, Konrad Schubach.
123 **Broward-County, FL**—Beverly A. Hensley (s), John W. Maloney.
124 **Passaic, NJ**—Myra Nell Cohen (s).
125 **Miami, FL**—George J. Teaney, Henry L. Danforth, Russell W. Schenck, Stanley G. Swartz, Vincent E. Cornwell.
127 **Birmingham, AL**—Jess W. Shurbitt, Olivia Murrell Holley (s).
128 **St. Albans, WV**—Vernon L. Turley.
130 **Palm Beach, FL**—Arnie W. Pooman.
131 **Seattle, WA**—John O. Olson, Verla M. Leonard (s).
132 **Washington, DC**—Albert M. Pickett, Dorothy M. Williams (s), Edwin F. Short, James A. Trammell, Stacy L. Ragland Sr., Theo B. Harris.
134 **Montreal, Que., CAN**—Albert Borau, Teofil Starzynski.
135 **New York, NY**—Anthony Goetz, Louis Marrin.
140 **Tampa, FL**—Linton D. Moore, Rita Vicky Champion (s).
141 **Chicago, IL**—Sigrid N. Carlson (s).
142 **Pittsburgh, PA**—John R. Strobel, Louise R. Kokorugga (s), Peter P. Dudiak. Robert C. Chamers.
144 **Macon, GA**—Blanche H Mercier (s), James Shofner McEachern Sr.
155 **Plainfield, NJ**—Susan A. Wagner (s).
161 **Kenosha, WI**—Henry Peter Bicha.
162 **San Mateo, CA**—Robert McMillian.
169 **East St. Louis, IL**—Eugene Ganschinietz, Glenard B. Seat.

Local Union, City

180 **Vallejo, CA**—John H. Hoffman.
182 **Cleveland, OH**—Charles Seda.
184 **Salt Lake Cty, UT**—Barker L. Chesnut, Fenton Keele, Joe Milano Jr., Katherine M. Chesnut (s), Ruth H. W. Shipp (s).
186 **Steubenville, OH**—Robert J. Johnson.
188 **Yonkers, NY**—Carmine M. Colesanti.
195 **Peru, IL**—Anton Fassino, Ruth Ladzinski (s), Sidney B. Thorson.
199 **Chicago, IL**—Robert Lee Wright.
200 **Columbus, OH**—Campbell F. Stanley, Charles T. Harper, Marcella McFadden (s), Robert B. Goings.
201 **Wichita, KS**—Clarence M. Fredrick.
203 **Poughkeepsie, NY**—John F. Kelly.
210 **Stamford, CT**—George Perdrizet, Laurie G. O'Brien, Nicholas Kokkinas, Pietro Bologna.
211 **Pittsburgh, PA**—Betty Sue Bodish (s), Thomas S. Thomas.
215 **Lafayette, IN**—Kenneth F. Leher.
225 **Atlanta, GA**—Annabel Reeves (s).
230 **Pittsburgh, PA**—Fred L. Ehrlich.
235 **Riverside, CA**—Macrina Magee (s).
247 **Portland, OR**—Benjamin Martin Suelzle, Clement B. Hahn, Louis C. Cieloha, Ross T. Jackson.
250 **Waukegan, IL**—Edwin P. Johnson, Marcus Hagen, Oscar Henriksen.
254 **Cleveland, OH**—Edward R. Zirnfus Sr., John L. Herrle.
256 **Savannah, GA**—Walter T. Willoughby.
257 **New York, NY**—Karl J. Salthe, William E. Jackson Jr.
258 **Oneonta, NY**—Arthur Wearne.
259 **Jackson, TN**—James Ernest Greer.
260 **Berkshire County, MA**—Rosario Arsene Beauchemin.
265 **Saugerties, NY**—Angeline Fisher (s).
269 **Danville, IL**—Walter Dale Wade.
272 **Chicago Hgt., IL**—Henrietta Oxener (s), John W. Short, Myrtle M. Dierking (s), Reno R. Camilli.
275 **Newton, MA**—John R. Drinkwater.
280 **Niagara-Gen. & Vic., NY**—Austin Quarantillo, Ralph E. Long.
286 **Great Falls, MT**—Herman R. Shulund.
287 **Harrisburg, PA**—Paul R. Souder, Sondra L. Spade (s).
296 **Brooklyn, NY**—Herman Phillips.
297 **Kalamazoo, MI**—Harry Kalisiak, Herbert T. Barnes.
302 **Huntington, WV**—Willie L. Hatfield (s).
308 **Cedar Rapids, IA**—Aaron J. Carpenter, Ralph D. Hilsenbeck.
310 **Wausau, WI**—Charles Mac Jonas.
316 **San Jose, CA**—Leland A. Russell, Ollie Crowder (s), Ralph W. Maerz, Stephen P. Lucero.
323 **Beacon, NY**—Dominic A. Papo Sr., Julius Zakis.
334 **Saginaw, MI**—Godfrey Alteman.
335 **Grand Rapids, MI**—Donald Ray Randall.
344 **Waukesha, WI**—Clarence T. Wallace, John D. Wolfgang, Lawrence H. Verhalen.
348 **New York, NY**—Gustav Hansen.
354 **Gilroy, CA**—Albert J. Wright.
359 **Philadelphia, PA**—Frank X. Stapfer.
361 **Duluth, MN**—Louis J. Wester.
369 **N. Tonawanda, NY**—Willard B. Carlson.
370 **Albany, NY**—Einar Gustav Larson, John G. Gillette, Paul R. Bolesh.
372 **Lima, OH**—Marilyn L. Pickens (s).
379 **Texarkana, TX**—Lois M. Bramhall (s).
393 **Camden, NJ**—Albena Cipolone (s).
407 **Lewiston, ME**—Edgar J. Robichaud, Herbert Elwell.
410 **Ft. Madison & Vic., IA**—Louis Luetger.
413 **South Bend, IN**—Leo A. Zelasko.
424 **Hingham, MA**—Herbert S. Ricketson.
429 **Arlington, TX**—Elmer R. Pool, Harold J. Koenig, Thomas E. Anderson.
433 **Belleville, IL**—Irwin J. Reeb.
434 **Chicago, IL**—William McRoberts.
446 **St Ste Marie, Ont., CAN**—Laurent Joseph Litalien
452 **Vancouver, BC, CAN**—Carl Hughes, Charles Lanctot, Hendrick Vogelsang Bird, Paul Urchenko.
454 **Philadelphia, PA**—Andrew H. Weatherby Jr., Anna Sznaider (s), Charles F. Wilson, Patrick C. Wade.
455 **Somerville, NJ**—Arthur G. Jaros, John Sobczynski.
458 **Clarksville, IN**—Fern J. Bunch (s).
462 **Greensburg, PA**—Earle H. Poole, Frank Bosic.
465 **Chester County, PA**—Christopher Nordberg.
470 **Tacoma, WA**—Harvey L. McCausland, Samuel E. Dillon.
472 **Ashland, KY**—Walter Mynhier.
475 **Ashland, MA**—Edwin Chester Sewell.
476 **Clarksburg, WV**—Sylvia Ruth Rexroad (s).
492 **Reading, PA**—Harry A. Weidenheimer.
493 **Mt. Vernon, NY**—John M. Alexander.
494 **Windsor, Ont., CAN**—Raymond Bellemore.
499 **Leavenworth, KS**—Edgar C. Dickson, Fred Butzin
502 **Port Arthur, TX**—Dorothy Rea (s).
505 **San Diego, CA**—Eric H. Peterson, Ygnacio J. Ferguson.
506 **Vancouver, BC, CAN**—William Wilson.
510 **Berthoud, CO**—Coid C. Taylor, Rudolph H. Minkel.
512 **Ann Arbor, MI**—Robert W. Hodge.
513 **Pt Alberine, CB, CAN**—Richard Seddon Hargreaves
514 **Wilkes Barre, PA**—Ilio Maurizi.
515 **Colo. Springs, CO**—John Ira Silvey, Trula W Eaks (s).
526 **Galveston, TX**—Higinio A. Hernandez.

Local Union, City

528 **Washington, DC**—John M. Clark.
535 **Norwood, MA**—Bradley Dauphine.
541 **Washington, PA**—Thomas Edward Mitchell
551 **Houston, TX**—Gerard John Volcklandt, Henry Davis Jordan, Jake Troha, Joseph W. Jordan, Kent L Dean, Virgil Lee Allen.
558 **Elmhurst, IL**—Arnold O. Guse.
562 **Everett, WA**—Dorothy Alma Hurd (s), Gene H. Bartholomew, Jacob O. Bantz, Verne R. Martin.
563 **Glendale, CA**—Earl W. Hatcher.
586 **Sacramento, CA**—George A. Miller. Goldie Bell Luster (s), Greeley R. Mizell, Jacob Kerschman. Lloyd E. Reber Sr, Robert O. Spears Jr
596 **St. Paul, MN**—Daniel E. Brummer. Godfrey J. Norling.
599 **Hammond, IN**—Michael Ligocki.
600 **Lehigh Valley, PA**—Russell L. Reagle.
603 **Ithaca, NY**—Eugene Johanson.
605 **Vista, CA**—Dorothy G. Guay (s), John E. Carlin, Robert P. Bass, Virginia J. Turek (s), Zelbert B Sanders.
611 **Portland, OR**—Ansis Kauskalis, Ernest V. Westerlund.
613 **Hampton Roads, VA**—Edward M. Harris.
615 **Peru, IN**—Carl M. Thurston, Marjorie A. Mast (s), Milford A. Stevens.
620 **Madison, NJ**—Cecil L. Harrison.
621 **Bangor, ME**—Stanley M. Grant.
624 **Brockton, MA**—Alden Russell Archibald, James R. Rumsey.
635 **Boise, ID**—Leonard B. McCoy. William W. Emmons.
636 **Mt. Vernon, IL**—Andrew Jackson Black, Charles E. Thomas, Curtis Keene.
638 **Marion, IL**—James Savage.
639 **Akron, OH**—Fredorthea W. Zenner (s).
642 **Richmond, CA**—James M. Kendall, Joseph Raymundo, Linus Vincent Deroche, William Bateman.
665 **Amarillo, TX**—Rhea Lynne Rozell (s). Verlene Perry (s).
668 **Paln Alto, CA**—Abela Elizabeth Benson (s).
670 **Polson, MT**—Helen Gilman (s).
675 **Toronto, Ont, CAN**—William J. Morrice.
690 **Little Rock, AR**—Delmer C. Bettis, James Gordon Durham.
698 **Covington, KY**—Franklin M. McNamee Sr.
711 **Salem, OR**—Willis F. Bridges.
715 **Elizabeth, NJ**—Charles Sheperis.
721 **Los Angeles, CA**—Elvira A. Perez (s), Harriet L. Sciarra (s), Harry A. Miller.
732 **Rochester, NY**—Donald W. Bortle.
743 **Bakersfield, CA**—Alene Guthrie (s), Robert E. Johnson, Virginia Shackelford (s), William A. Cannon.
745 **Honolulu, HI**—Donald Hoe, Marshall Snow, Masaichiro Yasutomi, Takaichi Tamakawa.
756 **Bellingham, WA**—George W. Easterbrook, Michael Lloyd Peter.
764 **Shreveport, LA**—Carrol D. Rascoe, Chance Chesson Tarpley.
766 **Albert Lea, MN**—Robert A. Bell.
804 **Wisconsin Rapids, WI**—Paul Kitowski.
805 **San Diego, CA**—Florence Loretta Sellens (s), Roy L. Crump.
815 **Beverly, MA**—Hazel DiBiaso (s).
824 **Muskegon, MI**—Donald Timmer.
829 **Santa Cruz, CA**—Ferdinand George Bergholz. Frank S. Gai.
839 **Des Plaines, IL**—George W. Johnson, Gustaf Lagerwall.
844 **Canoga Park, CA**—Wesley Steven Wood.
859 **Greencastle, IN**—David Jent, Redge Meek.
899 **Parkersburg, WV**—Harold A. Terry.
902 **Brooklyn, NY**—Clarence G Washington, Isador Okun, Rolf Marcussen, Salomon Roth.
906 **Glendale, AZ**—Bedford B. Wilkins.
916 **Aurora, IL**—Betty Lou Anderson (s).
925 **Salinas, CA**—Angeline D. Beardslee (s), Chrystal Alma Benoit (s).
929 **Los Angeles, CA**—Robert Irving.
943 **Tulsa, OK**—James Ray Lunsford, John Dewey Amos, Lenard R. Walker. Raymon C. Bowman.
944 **San Bernardino, CA**—John E. Farthing, Paul M. Thibadeau. Ruby Clemens (s), Weldon Gibson.
947 **Ridgway, PA**—Oscar R. Arvidson.
953 **Lake Charles, LA**—Irene G. Landreneau (s).
958 **Marquette, MI**—Arne Mattias Mannisto.
971 **Reno, NV**—Kenneth C. Bishop.
973 **Texas City, TX**—Catherine G. Daigle (s), Charlie M Wheeldon, Jr.
974 **Baltimore, MD**—Herman Rudolph Burghardt.
998 **Royal Oak, MI**—Lonnie Martin, Vivian Ferman (s).
1000 **Tampa, FL**—Thomas M. Johnson.
1001 **N. Bend Coos Bay, OR**—T. B. Paul White.
1005 **Merrillville, IN**—Gaylord Dewees
1016 **Muncie, IN**—Ethel A. Garry (s).
1026 **Miami, FL**—Edward James Reed, Frank C. Ford.
1033 **Muskegon, MI**—Edward Johnson.
1043 **Gary, IN**—Albert B. Tokash, George G. Gondell, William G. Schultz.
1050 **Philadelphia, PA**—Thomas Larizzio.
1053 **Milwaukee, WI**—Augusts Mednis, Rolf Horst Hohl.
1062 **Santa Barbara, CA**—Alfred J. Avery Jr.
1065 **Salem, OR**—Ivan S. Corbett.
1073 **Philadelphia, PA**—Eugene E. Smith, Eugene F. Birkhead Jr., Joseph Schortje, Morris Zappan, Theo-

Local Union, City

dore Sutton.
1089 **Phoenix, AZ**—Robert C. Holt.
1093 **Glencove, NY**—George H. Barnes, Runar Tast.
1097 **Longview, TX**—Ray W. Hogue.
1098 **Baton Rouge, LA**—Evelyn Taylor Jacocks (s), Marshall Smith, Richard Roddy Jr.
1100 **Flagstaff, AZ**—Roselyn M. Pengra (s).
1104 **Tyler, TX**—Willie Harold Strait.
1113 **San Bernardino, CA**—Garrel Winford Trail, Mary P. Losson (s).
1120 **Portland, OR**—Adree T. Everhart, Dario Dellaselva, Walter Lichtenwald.
1138 **Toledo, OH**—John M. Jones.
1140 **San Pedro, CA**—Charles F. Petty, Harry M. Flynn, Laura Etta John (s), Quinten Duane Culbertson.
1144 **Seattle, WA**—Marion E. Golder.
1146 **Green Bay, WI**—Andrew Checki, Edwin Norbert Monfils.
1147 **Roseville, CA**—Charles H. Ballard, John C. Wright.
1149 **San Francisco, CA**—Lonza Lee Harris.
1151 **Thunder Bay, Ont, CAN**—Marco Caputi.
1164 **New York, NY**—Jack Handel, Joseph Hofknecht.
1176 **Fargo, ND**—Lincoln Schlieve.
1216 **Mesa, AZ**—Thomas E. Thomas.
1222 **Medford, NY**—Arthur Ruzicka, Jack Mule.
1235 **Modesto, CA**—Stephen O. George.
1242 **Akron, OH**—Evelyn Louise Martin.
1243 **Fairbanks, AK**—Robert M. Jewett, Sherman S. Findley.
1256 **Sarnia, Ont, CAN**—Salvatore Liuzzi, Theodorus A. Siebers.
1260 **Iowa City, IA**—Clarence Hesseltine.
1266 **Austin, TX**—L. R. Carter.
1280 **Mountain View, CA**—Estella Hilmer Williamson (s), William T. Bussell.
1301 **Monroe, MI**—Robert L. Maddux.
1316 **London, Ont, CAN**—Barry R. Stoneburgh.
1329 **Independence, MO**—Lily Bolinger (s).
1333 **State College, PA**—Mildred C. Lego (s).
1342 **Irvington, NJ**—Franklin E. Houck, Gustav Eric Alm, Joseph A. Lynch.
1357 **Memphis, TN**—Lawrence Oliver Kirkland.
1361 **Chester, IL**—Henry Hermes.
1365 **Cleveland, OH**—Martin Dauskardt.
1381 **Woodland, CA**—Rose Bondi Tozzi (s).
1385 **Espanola, NM**—Getrudis Cordelia Ulibarri (s).
1386 **Province of New Brunswick**—John Breau.
1396 **Golden, CO**—Zachariah R. Boles.
1401 **Buffalo, NY**—Valentine Klug.
1408 **Redwood City, CA**—George H. Otto, Ivan D. Hamilton.
1410 **Kingston, Ont, CAN**—Garnet Pearsall.
1411 **Salem, OR**—James M. Bishop.
1418 **Lodi, CA**—Sylvester V. Powers.
1421 **Arlington, TX**—Billy Fred Terry.
1437 **Compton, CA**—Elizabeth Williams (s), Harry J. Wilson, Kelley B. Harless, Nelson Selico Jr., Pearl Stout.
1445 **Topeka, KS**—Adam A. Lucas
1449 **Lansing, MI**—Albert Lee Mazuca.
1452 **Detroit, MI**—Howard N. Kern.
1453 **Huntington Beach, CA**—Clifton L. Carothers, Florencio Martinez, Oscar Evald Danielson.
1454 **Cincinnati, OH**—Herschel A. Groves.
1456 **New York, NY**—John M. Allen Sr., Peter J. Vacca, Robert C. Milza.
1457 **Toledo, OH**—Joseph W. Wagenknecht, Kenneth E. Ricker.
1462 **Bucks County, PA**—Edward Irvine.
1469 **Charlotte, NC**—Wilson Clyde Lee Sr.
1471 **Jackson, MS**—Floyd Ezell Richardson, Tollie V. Carlisle, Willie Earl Mosley.
1497 **E. Los Angeles, CA**—Noel S. Hall, William J. Detloff.
1498 **Provo UT**—Carl Manual Edwards, Wilford Bruce Haws.
1506 **Los Angeles, CA**—William H. Davis.
1507 **El Monte, CA**—Lois Imogene Roberts (s).
1529 **Kansas City, KS**—Martin L. Wright.
1532 **Anacortes, WA**—John J. Abrahamse, John R. Engberg.
1536 **New York, NY**—Celeste Repetti.
1539 **Chicago, IL**—Gustave A. Dittman.
1564 **Casper, WY**—Geraldine Mudra (s).
1596 **St. Louis, MO**—Celeste J. Huber (s), James J. Svaglic.
1597 **Bremerton, WA**—Agnes Peterson (s), Martin O. Peterson.
1598 **Victoria, BC, CAN**—James Sawyer.
1632 **S. Luis Obispo, CA**—John Homen, Joseph J. Usher.
1644 **Minneapolis, MN**—Glenn C. Bies, Julia E. Delorme (s), Milton Philip Smith, Selmer Mickelson.
1683 **El Dorado, AR**—Thomas L. Barlow.
1691 **Coeur D'Alene, ID**—Walter C. Becklund.
1693 **Chicago, IL**—Roger R. Ross.
1694 **Washington, DC**—Herman S. Holden.
1715 **Vancouver, WA**—Clifford L. Parker.
1746 **Portland, OR**—Delbert Leon Russell.
1750 **Cleveland, OH**—Leo M. Fasolo.
1752 **Pomona, CA**—Louis Bebeau, Norman F. Brooks.
1755 **Parkersburg, WV**—Charles G. Jordan, Dorla D. Bellio (s), Ernest C. Combs, Gilbert D. Pool.
1759 **Pittsburgh, PA**—Richard P. Merzlak.
1765 **Orlando, FL**—Ernest C. Terrell.
1775 **Columbus, IN**—B. Frank Gross.
1778 **Columbia, SC**—Clair H. McGarrah.
1780 **Las Vegas, NV**—Adrian A. Beaver (s), Frank L. Garcia, George R. Musser, Joseph A. Porzi.
1789 **Bijou, CA**—Donald M. Thomas.
1795 **Farmington, MO**—Donald Brockmiller, Robert C. Gibson.
1797 **Renton, WA**—Harry G. Behrhorst, Harry Wesley Doonan, Margaret Mott (s), William E. Balsley.
1836 **Russellville, AR**—Thomas A. Loebsack.
1837 **Babylon, NY**—Fred A. Zimmerman.

Local Union, City

1839 **Washington, MO**—Mary Louise Earney (s), Raymond P. Muenks.
1846 **New Orleans, LA**—Byron Babin, Harold Enloe, Jules J. Lea.
1849 **Pasco, WA**—Donald E. Hoverson.
1856 **Philadelphia, PA**—George A. Haas.
1861 **Milpitas, CA**—Charles C. Ellerson, Charles W. Jefferson.
1865 **Minneapolis, MN**—Rudolph F. Linn.
1884 **Lubbock, TX**—John H. Mabry.
1906 **Philadelphia, PA**—Alice E. Fahy (s).
1913 **Van Nuys, CA**—John T. Highhill, William C. Tucker.
1915 **Clinton, MO**—Mattie Julia Carroll (s).
1921 **Hempstead, NY**—Harold Gustafson, Leonard Penn, Theodore Burzynski, Tom Tompsen.
1925 **Columbia, MO**—Walter Nelson Snellings.
1929 **Cleveland, OH**—Arthur G. Cramer, John M. Metro.
1930 **Santa Susana, CA**—Barry A. Wolf
1936 **Lewistown, PA**—Terry L. Weaver
1971 **Temple, TX**—Burley Elliott, Lillian Morries (s).
1988 **Smith Fall, Ont., CAN**—Richard F. Proctor.
2003 **Morrisville, NC**—Charlie Grimsley.
2103 **Calgary, Alta, CAN**—Clifford Francis Erasmus.
2182 **Montreal, Que, CAN**—Andre Beausoleil.
2205 **Wenatchee, WA**—Robert D. Suter.
2235 **Pittsburgh, PA**—George Mamula.
2239 **Fremont, OH**—Charles E. Schumaker.
2265 **Detroit, MI**—George Kotila.
2274 **Pittsburgh, PA**—Emery M. Grace.
2287 **New York, NY**—Charles Schroder, Gertrude Lagville, Thomas Costello.
2292 **Ocala, FL**—Cecil A. Frye.
2309 **Toronto, Ont., CAN**—Marie Therese Yates (s), Rex Willis.
2337 **Milwaukee, WI**—Kenneth Gustav Wolf.
2352 **Corinth, MS**—Morris E. Smith.
2375 **Los Angeles, CA**—Floyd Derickson, Mariano J. Fusco, Robert E. Fitzgerald, Thomas E. Gilbert.
2398 **El Cajon, CA**—Benjamin M. Cerveny, Samuel J. McCauley.
2404 **Vancouver, BC, CAN**—Daniel Francis Paine, George Foxcombe McNeil, Leo G. MacDonald.
2463 **Ventura, CA**—William Alfred Bittenbender.
2554 **Lebanon, OR**—Gilbert Schuster.
2581 **Libby, MT**—Charles Milo Decker.
2652 **Standard, CA**—Leslie Kunkle.
2686 **Stevens Point, WI**—Anton A. Pezewski.
2687 **Auburn, CA**—Warren K. Cresswell.
2738 **Oak Ridge, TN**—Floyd Wayne Ballard, Rayburn M. Griffin.
2767 **Morton, WA**—Glen Inwards.
2787 **Springfield, OR**—Ernest Cristler.
2947 **New York, NY**—Frank Condon
2949 **Roseburg, OR**—Bonnie Jean Miller (s), Dee Farmer, Juanita J. Stephens (s).
2961 **St Helen, OR**—Cyril M. Norris.
2995 **Kapuskasng, Ont., CAN**—Mario Chevalier.
3035 **Sprngfield, OR**—Charles Gardner, James L. Moser.
3038 **Bonner, MT**—Harry Bergseth.
3074 **Chester, CA**—David H. Pattison Sr.
3125 **Louisville, KY**—Kenneth Leon McCubbins.
3161 **Maywood, CA**—John Bottala.
3202 **Warrenton, MO**—James A. Kinion.
3219 **Toronto, Ont., CAN**—Stefan Hasslinger.
7000 **Province of Quebec**—Joseph A. Lionel Gaudette.
9005 **Dearborn, MI**—Earl W. Grimes.
9027 **Kansas City, MO**—Raymond Nelson Hill
9042 **Los Angeles, CA**—Alex Eli Radu.
9088 **Oakland, CA**—George L. Hayes.

Court on food stamps

Continued from Page 19

trality argument "reflects a profoundly inaccurate view of the relationship of the modern federal government to the various parties of a labor dispute." Businesses may be eligible for a "myriad of tax subsidies" through deductions, depreciation, and credits, direct subsidies in the form of government loans through the Small Blusiness Administration, lucrative government contracts and the protections of the Bankruptcy Act, he said.

"None of these governmental subsidies to businesses is made contingent on the businesses' abstention from labor disputes, even if a labor dispute is the direct cause of the claim to a subsidy," Marshall said.

"Altering the backdrop of governmental support in this one-sided and devastating way amounts to a penalty on strikers, not neutrality," Marshall said.

Pension fund investors

Continued from Page 18

left a leadership void that has yet to be filled.

The council's recent attention to legislative issues is an important switch. The group has testified before the Securities and Exchange Commission on the 1 share/1 vote issue, and before several congressional committees on takeover issues.

These efforts are critical, the IBEW's Nugent emphasizes, since national and state representatives are not well versed in corporate takeover issues, and have enacted some bad legislation that further entrenches corporate managements.

Co-chair Sweeney also sees the council becoming more involved in shareholder proxy activities.

Radon talk

Continued from Page 29

before the water reaches a home.

In some unusual situations, radon may be released from the materials used in the construction of a home. For example, this may be a problem if a house has a large stone fireplace or has a solar heating system in which heat is stored in large beds of stone. In general, building materials are not a major source of indoor radon.

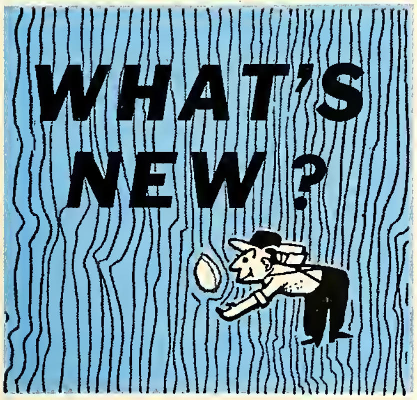
The only way to detect radon in a home is through a radon detection device which can be purchased, perhaps from your local hardware stores. After the test is taken the device is sent to a laboratory for analysis. Results will be reported either as Working Levels (WL) or as Picocuries Per Liter (pCi/l). Ideal measurements should be less than about 0.02 WL or 4 pCi/l.

Next month we will relate the meaning of the measurements and how to reduce the amount of radon in your home with the use of some simple measurement in case the reading of your test was too great.

●

Prison training for women

Women inmates in five federal institutions and at least 17 state prisons have available to them apprenticeship training in such skilled trades as plumbing, painting, auto mechanics, firefighting and machine repair, under efforts developed by the Women's Bureau through a cooperative relationship with the Bureau of Apprenticeship and Training and the Bureau of Prisons. These programs were instituted to equip incarcerated women with job skills and other support to help them become contributing members of society upon their release from prison, according to the U.S. Labor Department's annual report.



TOOL SLINGER

The Slinger is a patented tool holder that's indispensable in holding the most common tools. Supported by a belt, pouch belt, or apron string, it provides a comfortable reach for metal snips, small cordless drills, various percussion tools, caulking guns, sport and farm implements, window spray bottles, squeegies, and numerous handle-tools.

Contrary to most tool holders, the Slinger does not swivel, swing, click or shrink. It's safe, and it will not fall off your belt through wear.

Slinger tool holder is made of quality 3/16″ diameter solid steel which is brightly nickel plated. Slinger Hardware Inc. claims quality technology and old world craftsmanship are combined to create the world's most versatile tool holder, made in the U.S.A.

Bert Taormina, inventor and designer of this new product, has been an active member of the UBC for 24 years, Local 2250, Red Bank, N.J.

It has a limited time introductory offer: Send only $5.95 plus $1.95 for postage, handling, and insurance, total $7.90. Send check or money order to: Slinger Hardware Inc., Box 374, West Long Branch, N.J. 07764. Canada send only $5.95 plus $2.25 (P.H.I.) Total $8.20. Add $1.00 extra for P.H.I. for each additional Slinger ordered. Allow from 2 to 4 weeks for delivery.

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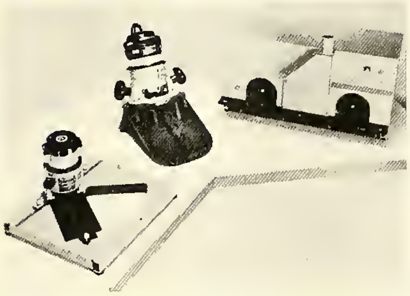
LAMINATE TOOLS



Once the buyer has chosen from the multitude of possibilities in current kitchen, bath and office laminate designs, colors and finishes, the crowning touch to his or her search for the unusual design can now be easily provided by edge treatments such as beveling or routing.

Now there's a patented tool that's designed for creating exacting designer touches. Patented by the Align-Rite® Tool Company, the AR 100 S performs three preset functions: the Beveled Edge Slitter cuts and bevels precise 3/8″ laminate strips; the Inlay Grooving Router routs a consistent 3/8″ groove; and the Compound Miter Fixture can cut on any angle cleanly to achieve the new "three point corner miter" which removes all brown lines from laminated corners.

The Align Rite Beveled Edge Slitter, on the right in the picture, features power-in and power-out feed with a variable speed control. The Inlay Grooving Router, center, has a specially ground carbide bit and comes assembled and preset using a 1½ horsepower router. The Compound Miter Fixture, left, comes assembled and preset using a ¾ horsepower router.

For more information, write or call the Align-Rite Co., 1942 East 17th St., Tucson, Ariz. 85719. Phone 602-624-4438.

SIDING MANUAL

Descriptions and recommended uses of American Plywood Association trademarked 303 Plywood Siding are available in a recently revised brochure.

"APA Product Guide: 303 Plywood Siding" is a 22-page brochure that includes a selection guide, finishing tips, refinishing and maintenance information, and specifications and application recommendations. Full-color photographs clearly illustrate the pattern and texture features of each siding type.

Free single copies of "APA Product Guide: 303 Plywood Siding" can be obtained by writing the American Plywood Association, P.O. Box 11700, Tacoma, Washington 98411, and requesting Form E300D.

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How many voters can *you* get to the polls in '88?

Wage earners and their families may go down for the count in November

I may be wrong, but I believe that members of the United Brotherhood are above average when it comes to voting on election day. I hope I'm right.

If you've watched the television newscasts in recent months, you may have seen, as I have, union members talking with candidates for public office, and I've noticed UBC emblems on the caps and the jackets of workers shaking hands with Michael Dukakis, Jesse Jackson and Al Gore. Republican candidates like George Bush and Bob Dole have taken up positions at plant gates to woo the labor vote, and there were probably UBC members acknowledging their greeting as well.

Americans have shown a lot of early interest in the 1988 general elections, and I earnestly hope that this interest will carry over till November 8, when U.S. voters go to the polls for the final tally.

Interest is not enough, of course. What the more than half a million U.S. members in the Brotherhood have to do is actually get out and cast their votes on election day.

Unfortunately, for far too many Americans today that seems to be too much to ask. Among the world's leading democracies, the United States has the poorest record of citizen participation in elections.

Jimmy Carter became president of the United States despite the fact that 73 of every 100 Americans of voting age did not vote for him. Ed Koch was elected mayor of New York by fewer than 12% of the Big Apple voters. When Governor Brendan Byrne of my home state of New Jersey ran for reelection in 1978, fewer than 15% of those eligible to vote actually voted for him . . . but that was enough to win.

It is becoming easier and easier to cast a vote in the United States. It didn't start out that way two centuries ago, when the republic was founded, but it has become that way. Only those citizens who owned property could vote 200 years ago, when the Constitution was drawn up.

Over the years, the voting franchise has been extended to all white males, whether they own property or not, then eventually to women, minorities and young people of 18. The poll tax has been eliminated, and, thanks to the labor movement, we also have a secret ballot. Voting machines were first used in an election in Lockport, N.Y., in 1892, and now they're all over the nation. Thanks to laws which go back many years, you can even cast an absentee ballot.

Maybe we have it *too* easy.

Maybe the day will come when it'll be even simpler than now. We will press buttons on home computers and get immediate results on any and all issues facing the electorate all over the nation and around the world. That'll be the day!

With voting so easy, why are election turnouts so low today?

Are people turned off by the electoral process?

Do people realize how important their vote is?

According to a Stanford University professor, who has been studying the impact of mass media on America's political process for 25 years, too many Americans today feel that they are merely spectators in the political process, that they have no personal stake in the elections. They have been bombarded with news and propaganda about presidental candidates for the past two years, and they believe their vote is a raindrop in a rainstorm.

"People express great skepticism about what they hear and read concerning the candidates," says Professor Steven Chaffee. "That is partly because merchandising techniques of the political manipulators become apparent to many voters, and they're turned off.

"Another reason is that claims and counterclaims are so thick in the air these days that often it is hard to sort out fact from fancy."

Whatever the situation, it is absolutely essential that we protect, maintain and extend the right to vote in America. It is not an exaggeration to state that our democracy can wither away, if the people's interest in voting and reading newspapers continues to decline.

What a shame it is that so many Americans today take their right to vote so casually. We see the people of El Salvador walking for miles down dusty roads to vote, while rebels threaten to shoot them all along the way. We see a resurgence of democracy in China, the Philippines and many Third World countries. We have what these people want in their own countries, and we're letting it slip away by leaving our voting franchises to others . . . to be manipulated by proxies, letting them run our government for us.

Politics and government controls much of our life, when you stop to think about it. At your birth, you are registered by someone appointed by an elected official. When you die, someone appointed by another elected official records your death.

Between the cradle and the grave, elected officials and their appointees determine what kind of education you and your children receive, what laws you will obey, whether you go off to war or stay home, what interest rates you will pay, the quality of the air you breathe, what laws will control your workplace, the amount of your social security . . . I could go on and on.

So what it boils down to is that, if you sit in your easy chair like Archie Bunker, next November 8, and growl about the election returns on the television set and don't vote, you have only yourself to blame for the results of the voting that day.

There are many stories about how "one vote counts." You'll find some of those scattered through this issue and future issues of *Carpenter*. The point is that one vote and one vote and one vote and one vote add up.

Our members are scattered through countless voting precincts in every state of the union . . . more than a half million votes, which can determine who becomes a mayor, a commissioner, a judge, a president. One local union which has a complete turnout of members on election day can determine the outcome of a local election, in some cases.

I don't mean by that that some "labor boss" is expected to "deliver" a big block of votes at the polls. When you go into that voting booth, you vote your conscience and your own personal preference . . . but the main thing is that you vote.

Labor is people, just like everybody else.

The late Senator Paul Douglas of Illinois once said, "There are enough forces in American life spreading apathy and complacency. We need, instead, informed and active citizenship. And the labor movement, despite its occasional shortcomings, is one of the best hopes for developing such citizens."

We have in the United Brotherhood the ways and means for increasing voter participation in the electoral process. The Carpenters Legislative Improvement Committee works year round to increase voter registration and member participation in the legislative process.

These are some actions you as an individual member can take to turn things around on November 8:

★ First and foremost, get registered, if you are not already on the voting lists.

★ Get every eligible member of your family signed up.

★ Join the voter registration tables at your local shopping mall or whatever other voter registration effort is being undertaken in your community.

★ Make sure that every young member of your family and friends is registered as he or she is 18 years of age. The records show that senior citizens generally recognize the importance of voting, but young people do not. (Perhaps our schools should place more emphasis on voting, with teachers setting an example in the classroom.)

The U.S. Census Bureau made a study back in 1980 which showed that the average voter in the United States is a white, married woman, age 55 to 64, living in her own home in the Middle West. This composite voter works for some level of government and had at that time a family income of $25,000.

Age, race, education and income all play roles in determing who chooses to vote and who does not. It has been gratifying to see the great number of blacks who are now registered to vote since the civil rights movement created for them more voting freedom. It is gratifying to see more and more of our women members active in politics. It would be gratifying to know that every eligible UBC member voted next election day.

I'd like to see the pollsters, next November, sit back in amazement and report that the turnout of union members at the polls was the greatest ever . . . that labor has regained its clout in the political process, setting an example for all America in the years ahead.

Sigurd Lucassen

SIGURD LUCASSEN
General President

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Tyne Daly (Cagney and Lacey) and Howard Hesseman (Head of the Class) are spreading the "Union, Yes!" message. They're the first two of many stars helping our unions get the message home on national television—starting May 11th.

You'll be seen on network TV this fall. Your commercial will be part of labor's next high visibility network TV schedule this fall.

Yes! I want to co-star in a "Union, Yes!" commercial. In 25 words or less, tell how your union helped you solve a problem on the job. Send your name, address, telephone number, name and number of your union local, and the job you perform to: "Why I Said Union, Yes!" c/o the AFL-CIO, P.O. Box 27543, Washington, D.C. 20006. Your entry must be postmarked no later than July 4, 1988.

Employees and officers (and their families) of the AFL—CIO, its affiliates, and agencies are not eligible.

AMERICA WORKS BEST WHEN WE SAY...
UNION
YES ✓

June 1988

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

'Although a carpenter can't live forever, there remains a touch of immortality in his work.'

FATHER'S DAY 1988

See Page 13

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Last month, labor joined with other family-oriented groups to promote the American Family Celebration with the theme, "Strengthening Our Nation's Commitment to Families." This month, the nation will honor fathers on Father's Day, June 19th.

Labor has always been at the forefront of family issues, as family concerns were a major force in the birth of unions. The first were formed in the 1790s as mutual aid societies to provide insurance for families of members. Organized labor carried the fight through the hard times of the 19th and 20th centuries, always aware that the issue was not improved wages for workers, but happiness for them and their families.

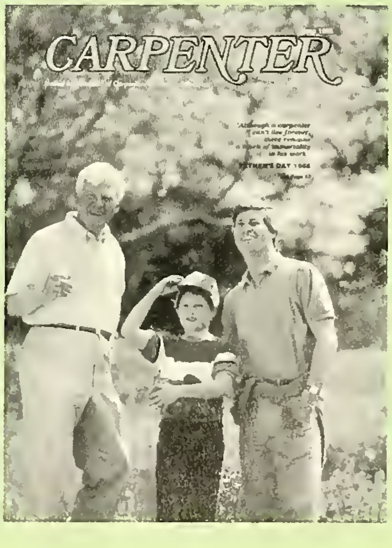
The United Brotherhood and other unions pushed for the 40-hour work week and the abolition of child labor in the '30s, and in the '60s fought for the Civil Rights Act. During the '70s labor worked to pass and strengthen occupational health and safety rules to protect workers and their families.

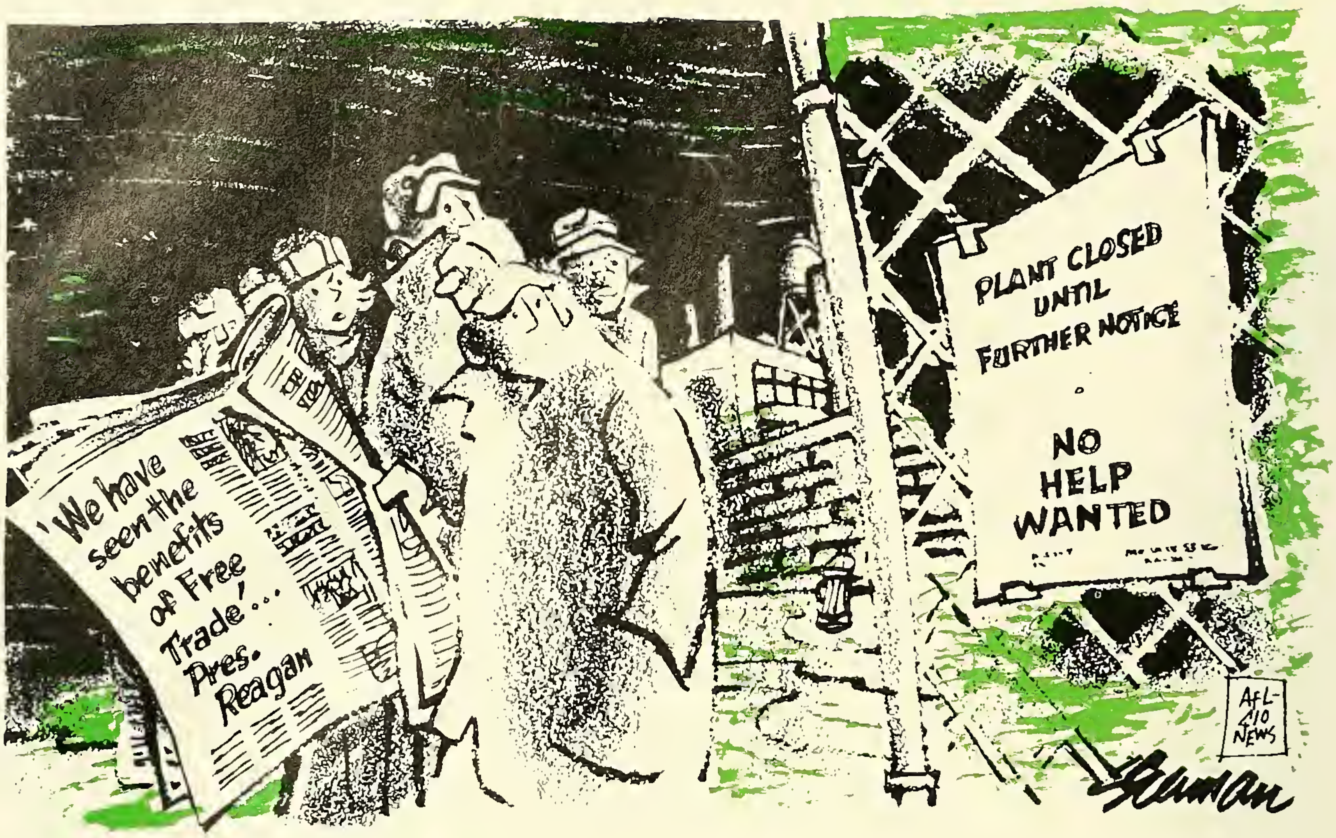
Now, during the '80s, labor is marching again—demanding a compassionate family policy for its members.

As depicted on our cover, the Brotherhood is honored to have three and sometimes four generations of family workers. Each generation has watched as labor has, over time, supported the family, allowing the heritage to continue.

This year, we would like to encourage our fathers to continue the heritage by working with family members during the D.A.D.'s Day Drive for diabetes research. Work with your children and show them that labor still fights for the good of the people as well as the family.—*photograph from H. Armstong Roberts*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.




'We have seen the benefits of Free Trade'... Pres. Reagan
PLANT CLOSED UNTIL FURTHER NOTICE
NO HELP WANTED
AFL-CIO NEWS

Is 60 days notice asking too much?

Veto override drive backed in effort to save trade bill and plant closing legislation

A campaign to save the veto-threatened U.S. trade bill and its requirement for plant closing notification has picked up momentum in Congress and across the country, in union halls and city halls alike.

Democratic leaders in Congress devised a maneuver intended to offer a face-saving opportunity for President Reagan to back away from his veto threat—and to induce Alaska's two senators to drop their opposition to the trade bill and vote to override a presidential veto.

The House initiated the move, voting 253–159 to delete restrictions on the export of refined Alaskan oil from the trade bill that will be sent to the White House for President Reagan's signature. The Senate was in a weeklong recess in mid-May, but the trade bill was being kept at the Capitol until Senators have an opportunity to consider the House-passed resolution.

While Reagan has cited the Alaskan oil issue as one of his two specific objections to the trade bill, he has saved his strongest rhetoric to attack the provision that requires firms with 100 or more workers to give 60 days notice of a plant closing or major cutback in employment.

A grassroots campaign is aimed at holding the strong support the trade bill received in the House above the two-thirds level needed to override a veto. And in the Senate, the need was to persuade three senators who voted against final passage of the bill to switch in order to reach the two-thirds mark on the veto override. The House vote for the trade bill was 312–107; the Senate vote was 63–36.

AFL-CIO state federations, especially in a group of targeted states, are keys to labor's override effort.

Last month, they were looking for—and finding—support from mayors and governors who know how important advance warning of a plant closing is to workers and their communities.

AFL-CIO President Lane Kirkland acknowledged the difficulty of the task, but committed the federation to an all-out effort because the veto-threatened legislation is so important to America's workers.

Kirkland spoke to more than 100 state

AFL-CIO leaders and field and COPE staffers with key roles in the override campaign in a telephone conference.

"The Chamber of Commerce and the National Association of Manufacturers have convinced the president that there must be no plant closing legislation," he noted.

But the American people disagree, he stressed. They consider it simple "economic fairness" to require companies to give 60 days notice to workers and communities before shutting down a plant. "Big business has not convinced the public that plant closing notification is wrong."

Just the day before, Reagan had received a hero's welcome at the Chamber's national convention when he echoed its attack on mandatory plant closing notification as a "shackle" on business, "a ticking time bomb."

Because "mandatory plant closing notification has no place in federal law," Reagan told his employer allies, "I will veto the trade bill."

It's the least he could do for political friends who have so staunchly supported his policies, Reagan made clear. He thanked the business lobby for backing him up on "the great legislative battles over economic policy" and "in a battle we lost."

The losing battle to which the president referred was over his veto of the Civil Rights Restoration Act earlier this year. Congress overrode his veto.

Polls have shown strong public support for the plant closing provision, and House Speaker Jim Wright took sharp exception to Reagan's claim in his weekly radio address that the notification requirement was a "special interest" provision.

"If anyone is caving in to special interests on the trade bill, surely it is the president," Wright retorted.

In May, the AFL-CIO was running radio ads in seven states where it needs to hold on to Senate votes or where it is believed Republican senators might be persuaded to switch their votes. The states are New York, Rhode Island, Wisconsin, Minnesota, Nebraska, Oregon and California.

President Reagan used his weekly national radio broadcast to promise the trade bill would "get a veto, but fast." He attacked the requirement of 60 days' notice of a plant closing as an "unnecessary, burdensome, and costly regulation of private industry." He also hit restrictions on Alaskan oil exports.

Meanwhile the Democrats held firm behind the plant shutdown, mass layoff notice provision. Democratic whip Tony Coelho told reporters that recent surveys found 85% of the public favored plant closing notice and 11% opposed it. A Business Week magazine poll last year found 86% of the people nationally support layoff notice, with the support at 82% or higher in every region.

A House committee-passed plant closing requirement measure had been watered down considerably by the House and then by the House-Senate conference in an effort to make it more acceptable to business and congressional opponents. The current version requires companies employing 100 or more workers to give 60 days' notice of a plant closing or a layoff that affects either one-third of the workforce or at least 500 workers.

The notice requirement provides generous waivers. If employers are subject to economic circumstances that are unforeseen, or if such notice would interfere with keeping the plant open, or if employers did not have such knowledge 60 days in advance, the provisions would not apply.

At a recent press conference on Capitol Hill a delegation of plant closing victims told of their experiences. The group included Patsy Edwards, a member of the Steelworkers who worked at the Pabst Blue Ribbon aluminum canning plant in Tampa, Fla. On March 29, management notified the first shift that they had 45 minutes to leave the property and that the plant was closing the next day. Other shifts first learned of the closing from the media. Edwards, a mother of two, had worked for the company 14 years.

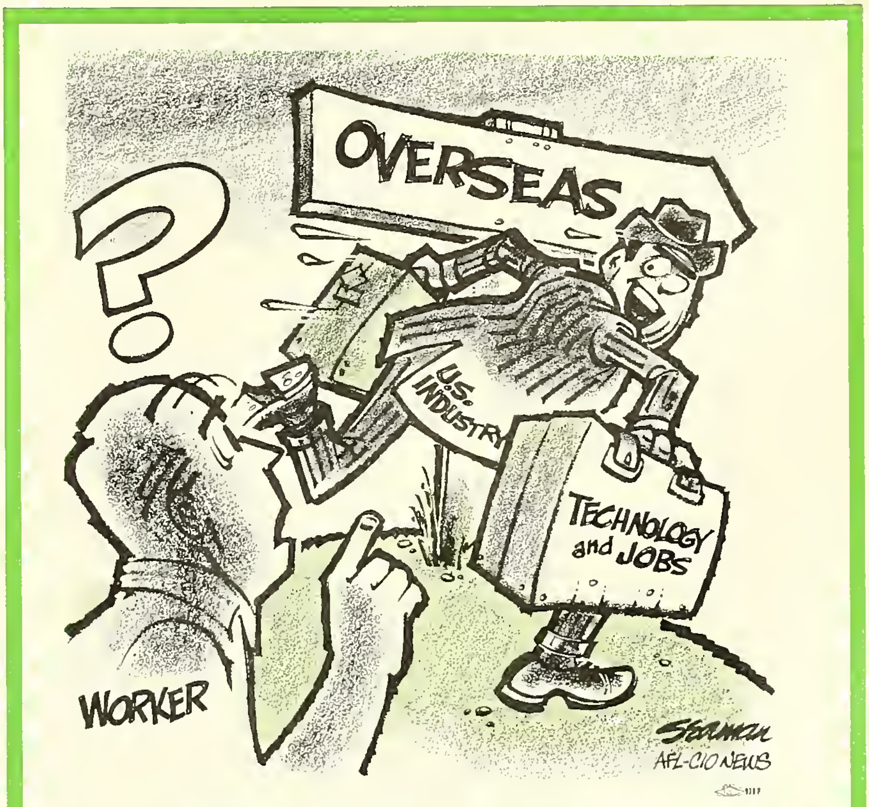
Hank Schrenko, an Iron Workers member, had worked at the O.M. Edwards Co. subway parts manufacturing plant in Syracuse, N.Y. for 13 years. On September 8, 1987, the plant's 160 employees were called together and told that the plant was closing, effective immediately. They were told to remove their personal belongings and be off the company property in 15 minutes. Their final paychecks were held for two weeks and once issued, some of the checks bounced.

Wally Barrett, a Teamster from Eau Claire, Wis., had worked for the C & W Transport Co., a trucking firm owned by Gerber Baby Foods, for nine years. On February 12, 1987, the company told its 398 Wisconsin employees that it was ceasing operations over the next three days.

Robert Walls, a member of the Woodworkers, worked for the Boise Cascade building materials plant in International Falls, Minn. for nearly 41 years. The plant management told its 600 employees on December 6, 1984, that it was closing, effective immediately. Workers were given a day-and-a-half to clean out their lockers.

The advance notice provision wouldn't affect small businesses, as its critics have claimed, but only about 2% of the nation's firms, employing 49% of the American workforce.

Is 60 days notice asking too much under such conditions?



"You don't need the jobs! You can be the customer!"

OSHA denies workers a voice in enforcement proceedings, UBC tells House subcommittee

The Occupational Safety and Health Administration is denying workers the right to a meaningful say in enforcement proceedings that directly affect their health and safety on the job, according to Sigurd Lucassen, general president of the United Brotherhood of Carpenters and Joiners of America.

President Lucassen testified, along with Carpenters Union Representative Steve Perry and representatives of the Paperworkers Union, in recent hearings before the Health and Labor Subcommittee of the House Committee on Education and Labor focusing on the systematic exclusion of affected employees and their spokesmen from OSHA settlement conferences with employers.

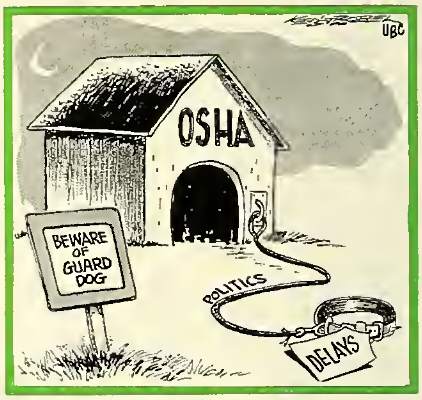
Carpenters President Lucassen highlighted "the plight of unorganized workers, who are especially vulnerable." In the example he discussed, unrepresented employees at General Dynamics' Quonset Point, R.I., shipyard had been working with the Carpenters union and other trades to get effective enforcement of federal health and safety standards at their facility. Although their efforts led to several OSHA citations, including $615,000 in fines for willful recordkeeping violations, OSHA refused to permit the workers and their own elected rank-and-file spokesmen to participate in walk-around inspections, conferences and final settlement discussions in the cases.

While the cited employer was able to use the ordinary OSHA processes to delay abatement, buy time and seek settlement on its own terms, Lucassen explained, the employee victims were "challenged and blocked at every turn" in their efforts to be heard. OSHA's settlement discussions with General Dynamics ultimately triggered suspension of ongoing civil enforcement proceedings in one case, and unwarranted compromise of employees' rights to information in another case, according to the Union.

Meanwhile, some of the employee safety activists have been fired or disciplined by the company, and recently Steve Perry was barred from representing the employees at OSHA trial proceedings because of union efforts to communicate with affected employees about the OSHA citations.

Congressman Joseph M. Gaydos of Pennsylvania, subcommittee chairman, third from left, and Congressman Paul Henry of Michigan, second from left, and subcommittee counsels conducted the oversight hearing.

Steve Trawick, director of the United Paperworkers' Occupational Safety and Health Department, also testified, describing the safety problems at several major paper mills.



UBC General President Sigurd Lucassen led off the testimony. At the witness table, from left, are Edward Gorman, UBC assistant general counsel; Representative Steve Perry; Lucassen; and Kathy Krieger, UBC associate general counsel.

"Workers are being penalized in their efforts to inform fellow employees of their rights and to encourage employee involvement in health and safety enforcement," Lucassen said.

The Brotherhood criticized as "pure arrogance" OSHA's position that affected employees have no right to be included in settlement discussions since the agency has absolute "unreviewable discretion" to prosecute or withdraw citations.

"Employees are the parties whose rights were violated. They know what the conditions really are in their workplace and what the true impact of a proposed settlement will be, and they should be heard when those proposals are discussed," Brotherhood spokesmen commented. "The real victims can't be brushed off as an unnecessary 'complication' in order to make the negotiations a little easier for the cited employer."

President Lucassen also urged the committee to close the loophole that permits cited employers to postpone

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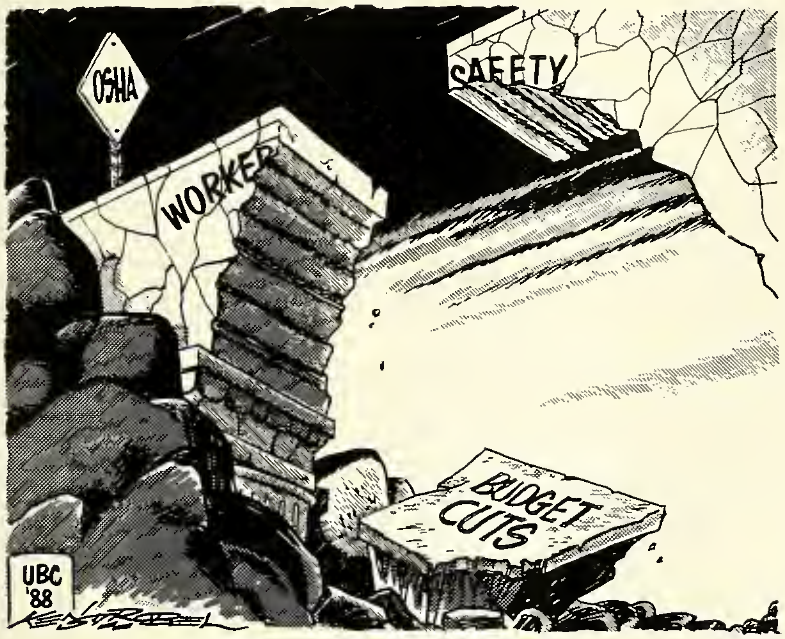


Speaking of bridges needing repair . . .

Reagan Administration's Influence Weakens OSHA's Role, Say Agency Staffers

Ten employees of the Occupational Safety and Health Administration charge the Reagan administration's influence on the agency places employers' interests above workers' safety in establishing standards and emphasizes quantity over quality of inspections to bolster enforcement statistics. Appearing before the Senate Labor and Human Resources Committee, OSHA scientists and enforcement specialists, who were subpoenaed, offered testimony in a carefully scripted dialogue with Chairman Edward Kennedy (D-Mass).

Kennedy, who guides the progress of the hearings with help from Sens. Howard Metzenbaum and Paul Simon, painted a picture of an agency which, through glacial rulemaking and inadequate enforcement abetted by the administration's "deliberately created . . . procedural barriers," has "cost innocent American workers their lives and health."

OSHA health and safety standards specialists described how the Labor Department's high-level Policy Review Board, the Office of Management and Budget, the Vice President's Task Force on Regulatory Relief, and the White House Domestic Policy Council have exerted influence over agency rulemaking that resulted in less protective measures for workers, created serious delays in rulemaking, resulting in additional employee injuries and deaths, and aborted efforts to engage in needed standards-setting.

Although OMB has been the source of much of the pressure, according to OSHA staff members, the effect has been a recognition that the budget office must be satisfied before the agency can issue standards. This, they tell Kennedy, has created "a chilling effect" within the agency that, in some cases, has been abetted by OSHA Administrator Pendergrass and DOL's policy office.

One thing you can do for those less fortunate

Dear Fellow UBC Members,

All of us share some basic hopes for ourselves and our families—that we will enjoy good health, have a decent place to live in, have food on the table and be surrounded by people who care.

You joined the United Brotherhood of Carpenters and Joiners of America because you want the best for yourself and your family. And that is what the labor movement stands for—providing the best life possible for its members.

United Way has similar goals. It exists for one reason: to help people live life to the fullest. When you contribute to United Way, you are really making a wise investment because your gift is at work every day of the year helping people—people like yourself.

Some think that United Way helps only the down and out. It does—but it doesn't stop there. United Way supports many different community services—from Scouting to counseling; from youth programs to programs for the elderly.

In a short time, you will be asked to support United Way. I hope you will. Because though you might not need United Way now, it is good to know help is there if and when you do.

United Way—it brings out the best in all of us.

Fraternally,

Sigurd Lucassen
General President

Washington Report

COURT ON ARBITRATION

Courts cannot override the judgment of arbitrators in interpreting a union agreement, the facts of a case or the nature of the remedy, a unanimous Supreme Court decision recently declared.

The case marks another milestone in defense of the right of union members to arbitrate contract disputes. It reached the Supreme Court when attorneys for the United Paperworkers appealed a federal district court ruling which overturned an arbitrator's decision to reinstate a worker dismissed for alleged marijuana use. The company had argued that "public policy" considerations should take precedent over the due process rights of the fired employee.

Initially, the arbitrator found that the company had failed to prove its case against the employee, and he refused to consider evidence secured by the company after it had dismissed the employee.

In 1983, the Supreme Court had ruled that arbitration decisions could be set aside only for reasons of public policy which was based on "laws and legal precedents and not from general considerations of supposed public interest."

The company sought to make its case based on that precedent, but union lawyers noted a clear distinction between the conditions set down in 1983 and those applying to the Paperworker case.

Stressing that "grievance procedure and arbitration are part and parcel of the ongoing process of collective bargaining," the 1987 opinion authored by Justice Byron R. White, clarified the public policy question, noting that without evidence of fraud by the parties or dishonesty by the arbitrators, "reviewing courts are not authorized to consider the merits of (an arbitration) award."

STRIKE REPLACEMENTS

Sen. George Mitchell, Maine Democrat, has told a House subcommittee oversight hearing on the practices and operations of federal labor law that a careful inquiry is needed to determine whether Congress should revamp management's right to continue production during a strike. In remarks to the Subcommittee on Labor-Management Relations, Mitchell highlighted International Paper Company's hiring of some 900 replacements during an ongoing strike by the United Paperworkers at a mill in Jay, Maine—a town of 5,000.

"No one knows when—or how—the dispute will end; even when it is over, deep scars will remain," Mitchell says. Rep. Snowe (R-Maine) remarks that there must be "a happy medium, so that the company still has the option to continue production without undercutting the union's ability to bargain."

Rep. Brennan, another Maine congressman, calls for amendments to the National Labor Relations Act to outlaw the hiring of permanent replacements or the threat to hire such replacements. "Workers should not be disposed of like a styrofoam cup." he declares.

LABOR BOARD CHANGES

Marshall B. Babson has announced his intention to resign as a member of the National Labor Relations Board on or about August 1. This is almost a year and a half before his term expires. He stated that he was making the announcement early in order to allow President Reagan to choose his successor. So far, the president has taken no action on the matter.

Meanwhile, the nomination of John E. Higgins Jr., to fill the current vacancy on the board has not yet been acted on by the Senate, which must confirm the appointment.

It has come to our attention that the term of another board member, Wilford Johansen, will expire on August 27. Thus, if the other two vacancies are not filled by that time, there will be three vacancies at once on the board. It is rumored that the Democrats are hoping that the vacancies will not be filled before the term of office of President Reagan himself expires, in the expectation that there will then be a Democratic president to make the appointments.

CHILD LABOR INCREASE

A dramatic increase in the number of minors employed in violation of child labor provisions of the FLSA was recorded last year. Over 19,000 minors were found to be employed illegally, up from 12,662 the preceding year. The surge in child labor violations was due largely to findings against a large supermarket chain in the northeast which did not observe hours and hazardous occupation regulations. The Wage-Hour Division assessed $1.5 million in civil money penalties against 811 employers who were illegally employing 10,160 minors. Child labor laws restrict the hours of work and occupations for minors.

ASBESTOS ABATEMENT

The Environmental Protection Agency is awarding $22.6 million in loans and grants to help schools clean up hazards from cancer-causing asbestos. The $7.2 million in grants and $15.4 million in interest-free loans went for 226 asbestos abatement projects in 187 schools. The awards, made available under the 1984 Asbestos School Hazard Abatement Act, were based on financial need and the severity of the asbestos hazard. The largest award amount went to the state of Ohio, which received $4.4 million, EPA said.

Listening to the testimony from labor, management and government spokespersons were Cong. Howard L. Berman of California; Cong. Peter DeFazio of Oregon, sponsor of the legislation under discussion; Cong. Mel Levine of California, and the committee chairman, Cong. Don Bonker of Washington State.

Export *finished* forest products, not unprocessed logs from state forests, UBC says in support of DeFazio Bill

Speaking for its members in the forest products industry, the Brotherhood urged the House Subcommittee on International Economic Policy and Trade to support legislation which will "phase down log exports or pursue a desirable mix between log exports and finished forest product exports" because sawmill workers are losing jobs. Testifying for the UBC was Lewis Pugh, UBC research director, center, who was supported at the witness table by representatives of small mill owners from the Pacific Northwest.

A crowded hearing room in the Sam Rayburn Building on Capitol Hill, April 27, heard a United Brotherhood spokesman call for restrictions on timber exports from state lands.

"Japan, along with China and Taiwan, are buying unprocessed American trees off state lands as fast as they can," UBC research director Lew Pugh told the House Subcommittee on International Economic Policy and Trade.

"Log sales and log prices have been climbing to all-time highs, but sawmill workers are losing jobs," Pugh stated. "Why is this happening, when some of the best timber in the world is growing in sight of American mills? Because the states have been hamstrung in their efforts to place well-considered restrictions on timber exports from state lands."

The Brotherhood's research director pointed out that this is primarily an issue of saving and creating jobs and maintaining stable regional economies. Recognizing that log exports from state lands cannot be stopped overnight, the UBC called, instead, for a phasing down of sales to foreign buyers and the pursuit of "a more desirable mix between log exports and finished-product exports."

The Brotherhood called for passage of House Resolution 1587, a bill introduced by Congressman Peter DeFazio of Washington State which would authorize states to enact legislation to restrict or prohibit the export of logs harvested from state lands.

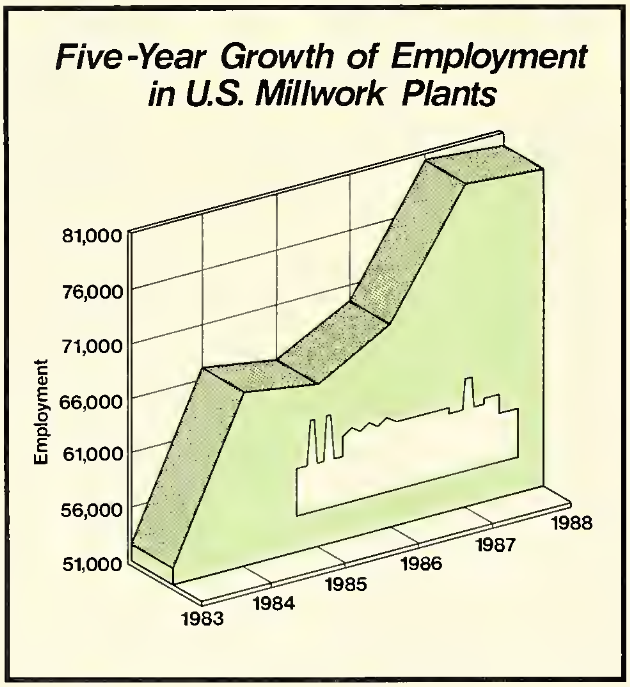
"States need to have this option," the UBC spokesman told the subcommittee, "even if they elect not to exercise it, because the processing of state-owned resources is an integral part of a state's larger economic development strategy."

Pugh told the subcommittee that there is a high "job multiplier" effect in this primary resource industry when there is a more desirable mix between domestic and foreign purchases of logs. Based upon statistical studies of employment generated in the sawmilling industry for each thousand board feet of lumber produced, the UBC research department estimates that 9,730 year-round, fulltime jobs would be created, if the present volume of logs were manufactured in the United States instead of being manufactured in Japan, China or other foreign nations.

Rapidly changing window/door industry presents tough challenge for UBC members

Above: Howard Ward and Robert Van Dyke of Local 1746 picket the Morgan Company's Nicolai Door Plant, North Portland, Ore., while other members engage in a sympathy walkout at the Springfield plant.

Upper right: Local 1746 President Paul Huck, left, Ed Fitzgerald and others outside the Morgan North Portland plant during a two-day strike over a plant closure agreement.



Despite high profits, some firms seem more interested in wage concessions than plant growth

Wood windows and doors are a fast growing and highly profitable industry. Economic forecasts for the millwork industry point to employment growth through 1995. And, importantly for UBC members, the window/door industry has shown strong employment increases in the last five years. The union represents approximately 15,000 workers in the industry from coast to coast in two countries. The wood window and door industry is expected to have a bright outlook due to the following factors:

- *The market for new construction, despite some fluctuation, is still strong;*
- *There has been a trend in building design to use more windows per home;*
- *The repair/remodeling market is projected to expand by 10% in 1988 and is surpassing that of new construction;*
- *Builder/consumer preference for wood windows and doors is very high. Appearance, available sizes and other desirable features make wood a tough competitor to aluminum, still the favored material.*

In this expanding industry there are many opportunities for high profits. A recent survey of major manufacturers showed large profit gains over the last few years. Manufacturers of wood windows and doors that also operate distribution centers stand to benefit the most. Morgan Products serves to illustrate how companies in the industry are growing rich, expanding to become national companies and flexing this new found muscle to beat their workers out of long established wages and benefits.

Morgan Products, Ltd. began with one manufacturing plant in Oshkosh, Wis. In 1986, the company bought out two plants in Oregon and another in California. Profits and borrowed money were then poured into a new door assembly plant in Lexington, N.C., a new door production shop in Virginia, and a new distribution facility in Delaware. The western plants and the new southern facility are intended to remove the seasonal variations that are so characteristic of the Northeast and Midwest operations. But, the national acquisitions have also given the company the means to begin an orchestrated attack on labor contracts.

Three of the plants are covered by agreements with the United Brotherhood of Carpenters and Joiners of America: the plant in Oshkosh, Wis., and the two just purchased Nicolai plants in Oregon. Wages and benefits at the two Oregon facilities are among the best in the millwork industry because they have been traditionally tied to settlements in the lumber industry.

Highlights of Morgan's 1987 annual report reveal record sales of $417 million, an increase of 9% over the previous year. Net income rose to $16 million, up an astounding 60% from 1986.

Apparently, the company's expansion also whetted its appetite for even greater profits by taking wages away from their employees. The hard-earned wages and benefit packages established at the two Nicolai plants long before Morgan's arrival were targeted by this aggressive company.

When Morgan Products acquired the two Nicolai plants in Oregon, the company agreed to recognize the existing collective bargaining agreements and entered into negotiations in North Portland. The hope was that Morgan would introduce technical innovations to update the older plant and keep it operating.

However, it later became clear the company was more interested in wage concessions than in making the Portland plant viable. The new Lexington, N.C., facility permitted Morgan to use the familiar closure threat at North Portland in an effort to obtain rollbacks. When the union refused to agree to concessions, management created an atmosphere of fear using captive audience meetings, veiled threats and attempted to portray the union as the obstacle to keeping the plant open.

The next step in Morgan's plan to gut the contract was to return to the bargaining table to negotiate a severance pay package for terminated workers in exchange for pay cuts applied to a much reduced work force. Thus, the severance agreement would actually have been funded by employee concessions!

The company then turned to the other Oregon mill, 100 miles south in Springfield. In opening bargaining sessions, pay cuts were also demanded. The

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Southern organizing team scores impressive organizing victory

The UBC southern organizing team, with a successful campaign at Huttig Sash & Door in Rock Hill, S.C., has proven once again that with effective organizing techniques, workers can be organized no matter how poorly labor laws are enforced or how non-union the area. The win in April marks the fourth consecutive campaign victory for the team in the state of South Carolina. The three previous elections, all won at forest products mills, have come in the past year.

The key to the Rock Hill election was the open union support shown by a determined in-plant committee and other workers. Rather than using authorization cards, workers were asked to sign an open petition authorizing the UBC to act as the bargaining agent. When the employer refused to recognize the union, the petition was used to file for an election. The in-plant committee working before and after work, during lunch breaks and through housecalls with UBC organizers, got 72% of the workers to sign petitions in a 10-day period. The openness of the campaign was also evident in signed letters of union support that workers distributed to their fellow employees on the issues of lack of job classifications, poor wages and benefits and lack of representation on the job.

The techniques used by the UBC organizing team, combined with the Huttig workers' determination and open union support, resulted in an impressive, almost two-to-one vote for the UBC on election day despite the usual employer captive audience meetings and plant closing rumors. The techniques used by the team and materials to carry them out are included in the *UBC Organizer's Resource Book* which is available to full-time representatives and organizers by writing to the organizing department at the General Office.

The UBC southern organizing team works under the direction of Representative Earnie Curtis. Lead organizer in Rock Hill was Edgar Fields. Providing assistance were Representatives David Powers and Mac Rowe of the international staff and Perry Barbee, business representative of Local Union 1469 in Charlotte, N.C.

The Rock Hill campaign is part of the UBC's increased efforts to organize new members and advance our union's bargaining position in the window, door and kitchen cabinet industries. The Brotherhood congratulates and welcomes the new members in Rock Hill and urges UBC members, particularly those employed in the millwork and kitchen cabinet industries, to send letters of support and encouragement to the Huttig workers as they now begin their campaign for a first collective bargaining agreement.

Letters may be sent in care of the UBC Southern States Organizing Office, 3420 Norman Berry Drive, Suite 227, Atlanta, GA 30354.

Double-breasting effort beaten by Canadian affiliate

Clarence French, business manager and financial secretary for Local 1386, St. John, New Brunswick, and Norbert Rouselle, chief union steward for the Newcastle area, recently beat a double-breasted company at its own game and won a landmark victory for union successorship rights in the province.

Local 1386 had won certification to represent the tradesmen who were performing foundation work for Atlantic Form Works Limited on a contract at Tracardie Hospital. When this job ended another contract for boiler room foundation work at the same hospital was given to Atlantic Painters Limited. Both Atlantic Painters and Atlantic Form Works are part of a group of companies known as the B. D. Group, Ltd.

Local 1386 claimed that Atlantic Form Works was sold to Atlantic Painters. Relying on Canadian successorship rights legislation, Local 1386 argued before the Industrial Relations Board of New Brunswick that it was entitled to represent the workers at Atlantic Painters. Local 1386 demonstrated that Atlantic Form Works and Atlantic Painters used the same equipment and vehicles, had the same superintendent and performed work of the same nature. The Labor Board in New Brunswick agreed with Local 1386 and granted them collective bargaining rights with Atlantic Painters.

District mill-cabinet meetings build toward greater coordination

The formation of a national UBC Mill-Cabinet Conference Board in early 1987 has led to a greater awareness of the problems facing Brotherhood members in the architectural woodwork and store fixtures industry.

The board, which is composed of mill-cabinet business representatives, met three times in 1987 to review a comprehensive survey conducted of the industry and to make recommendations to the general president.

Upon assuming office, General President Sigurd Lucassen made appointments to the board and pledged his support for the board's efforts. "Our mill-cabinet members traditionally have been a vital part of the Brotherhood. The industry is now undergoing major changes with the introduction of new machinery, a more national market and employers who are challenging established bargaining relationships. We need both a renewed commitment from our members and agents as well as new strategies if we are to retain our position within the industry. I look forward to working with the mill-cabinet board and our business representatives to come up with an effective program."

Since the beginning of this year, regional mill-cabinet meetings have been held with business representatives and council secretaries to review the mill-cabinet program now being developed and to discuss concerns raised in each area. The meetings, hosted by the respective executive board member, have been held in the Seventh District (Chehalis, Wash., January 30); the Second District (Newtown Square, Pa., March 15); the First District (East Elmhurst, N.Y., April 5); and the Eighth District (Fresno, Calif., April 26).

Among the items discussed were:

Organizing—In many areas, little organizing is currently taking place in the custom mill-cabinet industry despite a large and often growing volume of non-union work. Training and materials available from the General Office were discussed, particularly the UBC industrial organizing school that will be held in late 1988.

Installation agreements — In some areas installation agreements are signed with non-union firms even though the mill-cabinet items installed are produced in non-union shops. Greater cooperation between construction and mill-cabinet representatives is needed to encourage the installation of union made mill-cabinet work on Brotherhood construction job sites. Ways to promote the union label were also discussed.

Health and welfare—In almost all regions, costs for health insurance coverage have skyrocketed. The board will discuss this difficult problem and possible remedies at future meetings.

National market—The market for architectural woodwork and store fixtures is increasingly a national one which means that bargaining in one area of the country affects the wages and fringe benefits that locals are able to negotiate in other areas. Business representatives need more information about negotiations throughout the industry if the Brotherhood is to be successful in furthering members' interests. Toward that end, the industrial department has been sending mill-cabinet wage and benefit surveys to business representatives in the industry. The board will also look into opportunities for greater bargaining coordination among mill-cabinet affiliates.

Multi-employer bargaining—In some areas, established multi-employer bargaining structures are being challenged in negotiations. Strategies and guidelines for dealing with the problem are being developed by the board.

While the mill-cabinet board will meet on a regular basis, the next opportunity for representatives to meet will be at the UBC Industrial Conference August 29–September 2, 1988 in Portland, Ore., where a special mill-cabinet session will be devoted to industry problems and recent developments.

Mill-Cabinet Conference Board Members include: Ron Aasen, secretary, Pacific Northwest Industrial Council, Tacoma, Wash.; Peter Budge, business representative, Local 1865, Minneapolis, Minn.; Frank Gurule, business manager, Local 721, Los Angeles, Calif.; Glen Jackson, business representative, St. Louis District Council; Adolph Little, business representative, Local 724, Houston, Texas; Gregory Nickloy, business representative, Local 1359, Toledo, Ohio; Walter Oliveira, business representative, Local 2679, Toronto, Ontario; Mario Venneri, business representative, Local 359, Philadelphia, Pa.; and Irving Zeidman, first vice-president, New York City & Vicinity District Council.

First district mill-cabinet representatives, council secretaries and General Executive Board Member Joe Lia meet in East Elmhurst, N.Y., April 5, to discuss programs.

Conservative court surprises union lawyers
by unanimously approving peaceful, non-picketing publicity

Supreme Court to NLRB: Hands off union handbills

In a decision which broadly encourages the future use of handbilling in disputes involving secondary ("neutral") employers, the Supreme Court on April 20 determined that the National Labor Relations Act's prohibitions against secondary boycotts do not reach peaceful handbilling, unaccompanied by picketing, which urged a consumer boycott of a neutral employer.

The Supreme Court's 8–0 ruling (Justice Kennedy did not participate) strikes down the NLRB's restrictive approach to handbilling activity which had stood for nearly 30 years. In the process, the Court appears to have opened up broad new avenues of attack for unions seeking to put pressure on neutral employers.

The Court stated that, as long as unions use handbilling or other forms of free speech activity, examples of which include radio, newspaper and television appeals, the use of bullhorns, billboards or even airplane skywriting, **and those appeals are not accompanied by picketing, massing, patrolling intimidation of consumers or instigation of work stoppages, they will remain out of the reach of the NLRB and will not be considered secondary boycotts.**

The facts of the case centered around a union's peaceful distribution of leaflets at the entrance to a shopping mall owned by Edward J. DeBartolo. The union's primary dispute was with a contractor who paid substandard wages and fringe benefits. The contractor was retained by the Wilson Company to construct a department store in the mall. Neither DeBartolo nor any of the 85 mall tenants other than Wilson had a contractual right to influence the selection of contractors.

Nevertheless, the union urged customers not to shop at *any* of the mall stores until DeBartolo promised that all mall construction would be done by contractors who paid employees fair wages and fringe benefits. Significant to the Court's analysis, the handbills "made clear that the union was seeking only a consumer boycott against the other mall tenants, not a secondary *strike* by their employees."

After a complaint was initially filed, the Carter-appointed Board dismissed it in 1980, concluding that the handbilling was protected by Section 8(b)(4)'s publicity proviso. The Supreme Court ultimately overturned the Board's decision stating that the handbilling did not fall within the proviso's protection because the handbills sought to ensnare DeBartolo and the other tenants in the dispute when they could not be considered "distributors" of the contractor's nonunion construction product.

However, the Supreme Court sent the case back to the Board to determine whether the handbilling was coercive and therefore prohibited by Section 8(b)(4) and, if so, whether the First Amendment protected the handbilling.

The second time around, the Board held that the union's handbilling was prohibited under Section 8(b)(4) (ii) (B) because the union's attempt to inflict economic harm on the neutral employers by causing them to lose business was "economic retaliation" and therefore "a form of coercion." As to the First Amendment's application to the handbilling, the Board refused to look into it stating that "we will presume the constitutionality of the Act we administer."

On appeal, the Eleventh Circuit Court of Appeals vacated the Board's decision and the Supreme Court affirmed the Circuit Court. The Court applied a longstanding rule used in interpreting federal statutes: if a certain application of a statute would raise serious constitutional problems, the Court will do its best to avoid such problems by interpreting the law to avoid the conflict.

The Court did find that the Board's interpretation of Section 8(b) (4) would "pose serious questions" of the secondary boycott law's validity under the First Amendment. The Court further found that Congress did not intend to prohibit constitutionally protected handbilling. **The Court pointed out that the handbills were protected because they**

1. **truthfully revealed the existence of a labor dispute,**
2. **urged potential customers of the mall to follow a wholly legal course of action, namely, not to patronize the retailers doing business in the mall,**
3. **were distributed in a peaceful manner, and**
4. **were distributed without picketing or patrolling.**

The Court further stated that "simply because a labor union is the leafletter and that a labor dispute was involved does not foreclose [First Amendment protection for the handbills]."

The NLRA still regulates picketing, or conduct such as patrolling or massing which the Court views as the equivalent of picketing, since such conduct is a "mixture of conduct and communication" and "often provides the most persuasive deterrent to third persons about to enter a business establishment." In effect, the Court still views picketing as inherently coercive and not entitled to the same level of protection as pure free speech activities such as handbilling.

TACTICS POINT: The message to unions and their agents is clear: when a union targets a neutral employer, that is, any employer other than the one the union has a direct dispute with, it should, whenever possible, use handbilling or another form of free speech conduct to publicize the dispute. Such conduct may avoid liability under the National Labor Relations Act as an unlawful secondary boycott. It is important to understand, however, that the Court's ruling in *DeBartolo* does not change the application of other laws governing publicity.

Handbills must remain truthful and should accurately identify the primary employer and the union involved and any relationship between the neutral employer and the primary employer. A handbill which is not truthful may be found defamatory. **In addition, the handbill should clearly disavow any interest in having employees of the secondary employer go on strike or refuse to make or accept deliveries to or from that employer.**

Similarly, handbilling combined with picketing may lose its protected status

Continued on Page 25

Local union members handbill workers at the ITT Rayonier mill in Jesup, Ga.

BE&K warnings in many communities

Construction users learn of antiunion policies

Through jobsite and community activities, Brotherhood members have been keeping the pressure on BE&K Inc. and the users of BE&K's services. Our actions have caused mill managements to more closely scrutinizing their contracting policies.

Over the past several months we have identified BE&K's presence at over 35 sites and have begun to implement local campaigns in these areas. As a result, we have seen with greater frequency BE&K being denied new construction contracts and being forced to leave construction sites sooner than originally scheduled.

BE&K moves away from Covington

Due to the efforts of UBC Business Agent James Wright and International Representative Everette Sullivan and the cooperation of the local Building Trades and Paperworkers, BE&K has left the jobsite at the Westvaco mill in Covington, Va. After weeks of local jobsite and community activities, Westvaco got the message that BE&K must go!

"The cooperation of all the members in the local community got the job done," stated Wright.

BE&K called "Parasite on Community"

In Orange, Texas, the Sabine area Building Trades Council, the Central Labor Council, the Texas State Building Trades Council and the local Paperworkers unions have joined with the Brotherhood to form the Sabine Area Work Preservation Committee. The committee is committed to aggressively challenging BE&K, which is currently performing work on a $5 million shutdown project at Inland-Orange's mill in Orange.

In addition to conducting jobsite activities, the committee has used various public forums to spread the word about BE&K. Recently union members handbilled and picketed the county commissioners meeting where the commissioners were voting on a resolution urging local employers to employ local construction workers. At the meeting UBC's International Representative Mark Mullen stated that, "if BE&K remains on site at the Inland-Orange mill, the livelihoods of all the workers in this community are at stake." After hearing various labor leaders voice their concerns about BE&K and their anti-worker practices, County Judge James Stringer termed BE&K a "parasite on the life blood of the community."

ITT Rayonier mill faces union action

For the past several weeks UBC Representative Willard Masters has been assisting the local Building Trades and Paperworkers' unions in Jesup, Ga., in their efforts to get BE&K out of the ITT Rayonier mill. The unions' activities have prompted ITT Rayonier to publicly disassociate themselves from BE&K and their union busting activities. Representative Masters and the local Building Trades committee have been well received by community and political leaders, who share the unions' concerns about BE&K's presence in their community.

The latest word is that BE&K is no longer on site at the mill in Jesup.

Construction users picketed in Texas

In San Antonio, Texas, members of Carpenter's Local 14 took their fight against BE&K directly to the construction users in a demonstration at the 35th National Conference of the local Users Council. Local Building Tradesmen handbilled and picketed the three-day conference sponsored by Business Roundtable. Several hundred construction user representatives attended the conference, which was co-chaired by BE&K's President and CEO Ted C. Kennedy.

Stone Container challenged in Chicago

Hundreds of members of the Brotherhood and the United Paperworkers International Union joined forces in Chicago to protest the anti-worker practices of Stone Container Corporation. The demonstration began at Stone Container's headquarters and continued at the company's annual shareholders meeting.

The demonstration was sparked by Stone Container's use of BE&K on several of its paper mill projects throughout the country. In addition to undermining construction work standards, the company is seeking deep cuts in its collective bargaining agreements with members of the UPIU. In a joint statement from General President Sigurd Lucassen and UPIU's General President Wayne Glenn, the union leaders stated that, "We are committed to fighting this assault on workers' rights and communities across the country wherever Stone Container operates."

FATHER'S DAY 1988

A touch of immortality

Paul W. Baker was a carpenter for over 45 years and member of Local 526, Galveston, Texas, and Local 973, Texas City, Texas. He died at the age 67 in 1986, still a working member of the union.

The following was written by his son, Mark, in honor of his father and the work he did.

What is quick as a chisel, straight as a chalkline, right as a rule and true as a level? If you guessed a carpenter, then you are correct. These may be some descriptive terms that identify a carpenter, a person who works with wood. A master craftsman whose talents are enhanced by the use of his hands, skills and knowledge. My father was a carpenter.

Indeed, it is a spectacular sight to watch a fine craftsman use scraps of wood and transforms them into a chair or table. Without the aid of a drawing he deftly cuts and assembles the piece into a finished product. I have often watched in awe as my dad worked so meticulously to finish his projects.

A carpenter is a person who builds his sons a bedroom set. The beds were designed to accommodate two sliding drawers beneath a firmly mounted matress. The headboards, which held books and toys, are still there today long after the beds have been outgrown.

A carpenter is a person who can remodel a house. As my brother and I were growing up, there became less room in the kitchen and dining area. Therefore, the kitchen wall was removed, and a breakfast bar was installed. It had matching paneled sides and a shiny formica top. Everyone enjoyed eating there, especially since the T.V. was in view. Now, twenty years later, I still enjoy sharing a cozy meal with my family there.

A carpenter is a person who builds a clubhouse for his children. My brother and I wanted a treehouse, but the trees weren't mature. So, we settled for a clubhouse instead. It was constructed like a miniature house. There were windows that opened, a door for locking our valuables and room enough for a bunch of children to play. Now, the clubhouse is used for storing lawn mowers and other garden implements.

A carpenter is a person who can build cabinets. During one visit to my parent's house, I had seen a sight that was new to me. There, sitting in the den against a wall, was this tremendous bookcase. It was beautiful! Rows of shelves contained the many books my mom had read. Shelves with doors were at the bottom, and hid their valuable treasures. There was also a sliding drawer in the middle for little odds and ends.

A carpenter is a person who can build tables and chairs for his grandkids. Realizing the kids' sizes, he designed a table and chairs so they could eat or play in comfort. They were constructed of quality wood, and were finished with a stain and several coats of lacquer to preserve them.

A carpenter is a person who builds from the heart. It is evident, while watching him work or viewing his finished product, the love he had for his

Continued on Page 25

This old man

by Nancy Engle

This old man was a carpenter by trade
Grasping a hammer until his eight hours
  were made
Hands so strong, but rough and calloused
Are now drawn and hurt with arthritis

Climbing tall buildings, his knees were
  powerful and strong
Now he has difficulty getting up and down
  and can hardly move along
Strong ankles that supported his mighty frame
Now are weak and hurting, has almost left him
  lame

Wide sturdy feet to carry him many steps each day
Buckle under his weight and cause him to sway
Ears so keen they could hear the bells on Santa's
  sleigh
Now he leans to listen "What did you say?"

Eyes so powerful they could see a deer at first
  morning light
Are now weak and he's gradually losing his sight
His kind heart beating fast with red blood,
  thick and pure
His health is not that good, but old age has
  no cure

So who cares, this man was young and now he's old
It's a story that's been repeatedly told
No one wants you when you're in that shape
So put him in a nursing home and lock the gate

Well, this old man is more precious than gold
For all the memories he's given me and love un-told
A dad that's good and understanding is rare
A nursing home—NO WAY—he's in my care!

In honor of Roy H. Burgins, retired member, Local 213, and father of Nancy Engle.

Like Father, like Son

Garrett, son of Larry Eger, Local 620, Madison, N.J., has learned well from his father. Garrett helped his father build the deck on their house in Pennsylvania. And as you can see, he has already mastered the first rule of carpentry: how to wear a pencil behind your ear.

Ottawa Report

ALBERTA ANTI-UNION MOVES

The Alberta provincial government introduced legislation banning secondary picketing and giving the provincial cabinet power to decertify unions that go on strike illegally.

The long-awaited changes to the province's labor codes were introduced in the legislature by Labor Minister Ian Reid. He said it was doubtful that the provincial cabinet would ever have to decertify a union.

Reid predicted the legislation would improve the labor climate in Alberta. Disputes would be subject to compulsory mediation. If this failed, there would be a 14-day cooling off period before any strike or lockout.

The proposed legislation was immediately denounced by the opposition and by labor leaders. They predicted it would lead to more bitter labor-employer confrontations.

Under the purposed legislation, employers would still be allowed to hire replacement workers during a strike, but regular workers will retain their employment status and would be considered for employment ahead of replacement workers after the strike has ended.

The new act will empower the Alberta Labor Relations Board to decide which pickets have a direct interest in a strike and ban all others from the picket line.

"If this is what the taxpayers spent millions of dollars on to take us into the 21st century it is a dismal failure," New Democrat labor critic Bryan Strong said.

APPRENTICE AID EXTENDED

The federal government has continued funding for apprenticeship under the Canadian Job Strategies Skill Shortage program past the initial April 1, 1988, deadline.

This was a victory for apprenticeship supporters, because there was no provision for continued funding, although studies revealed broad national support for its continuation. CJS studies showed that, across Canada, apprentices and contractors carried 85%–90% of training costs while federal and provincial governments provided the rest.

However, there are still struggles ahead. The federal provincial agreements which fund apprenticeship expire in a year, and apprenticeship inclusion under Skill Shortage requires it to be included in regional lists of skill shortages. Although regional representatives assure the trades that all apprenticeable trades are included at the present, the lists continually change and the criteria used to generate them are unclear.

OVERTIME REFUSAL RIGHTS

Construction workers in Ontario should be able to refuse work after a standard 40-hour week, says a report prepared for the provincial Labor Ministry.

Labor Minister Gregory Sorbara, who tabled the study in the legislature, said its 20 recommendations will be studied along with those of the first phase of the report to help the government overhaul the Employment Standards Act.

Currently there are no maximum hours of work for those in the construction industry, and many don't receive premium pay until they've worked a 55-hour week.

The NDP has long called for a crackdown on overtime, saying companies use regular overtime to avoid hiring full-time workers, and insists that overtime limits would give workers more time with their families and create thousands of jobs.

U.I. BENEFITS AFTER LAYOFF

The Supreme Court of Canada has ruled that union members who are laid off when another local union goes on strike are entitled to unemployment insurance benefits.

In a 4-3 decision, the court ordered the Unemployment Insurance Commission to make payments to Dennis Hills, an office clerk, who was laid off in 1983 when production workers in the shop went on strike.

The office workers and the production workers were both represented by the United Steelworkers of America but belonged to different locals.

The union hailed the ruling as a landmark decision and a victory for all union members.

The Steelworkers union says it has almost 3,000 members in the British Columbia Kootenays who stand to gain more than $5 million as a result of the decision.

LABOR INVESTMENT FUND

The federal government will provide $15 million over seven years to help a labor-sponsored investment fund get started, Labor Minister Pierre Cadieux announced recently.

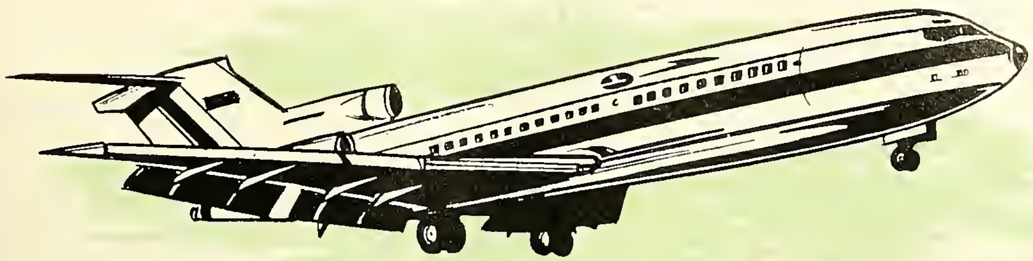
The new Working Ventures fund, sponsored by the 225,000-member Canadian Federation of Labor, hopes to create or save 20,000 jobs within six years.

The federation expects to have 30,000 shareholders and an investment fund of $83 million in seven years.

Cadieux said the new fund "will channel savings into businesses that need capital to maintain or create employment."

The federal contribution will help pay the cost of opening sales offices across Canada and hiring investment experts.

Federation president James McCambly said the Working Ventures Fund should start selling shares to the public this fall.



The federal government must work to improve air safety

BY CONGRESSMAN GUY MOLINARI
Republican, 14th District, New York

Aviation safety has dramatically become a major public priority. There is more than ample reason for these concerns. Near midair collisions, a major aviation safety indicator, rose 26.5% in 1987. They are reported by pilots at a pace nearing three a day. Near midairs involving an airliner, those presumed to be under air traffic control direction and protection, increased 41% in 1987.

Critical near midair collisions, involving aircraft that come within 100 feet and where neither pilot took evasive action—luck prevented disaster—occur at a rate greater than one every other day.

Pilots, perhaps the best group to analyze the state of air safety, have singled out midair collisions as their greatest concern and ranked increasing controller staffing and rebuilding the air traffic control system as their highest safety priorities.

While the number of near crashes, traffic volume and pilot concerns increase at record paces, there are fewer qualified controllers working today than before the air traffic controllers strike in 1981.

Controller experience is a vital component in the handling of air traffic and can be particularly critical in pressure situations—such as heavy traffic, bad weather and equipment failures. The new controllers are certainly capable, dedicated professionals and it is a tribute to them that we have avoided many disasters. Yet, to make good decisions consistently under trying conditions takes years of experience. We cannot expect the current controllers to continue working increasing traffic, for six days a week, with less training and with no relief in sight. This only leads to low morale, burnout and the potential for costly mistakes.

The Federal Aviation Administration's recruitment efforts are not enough to rebuild the air traffic control system. In relying upon new hires to rebuild the system, the FAA has failed to anticipate an over 50% training failure rate and an over 20% increase in air traffic and many retirements. No matter how many new people are hired now, they will not help today's traffic. We will not benefit from these recruits until sometime into the next decade.

The true indication of success in rebuilding the system and in improving airline safety lies in the number of working experienced controllers and their availability at particularly high-density air traffic control facilities.

Transportation Secretary Jim Burnley recently testified that FAA will be unable to meet the congressionally-mandated level for experienced controllers—and that FAA is 1,500 experienced controllers short of Congress' requirement.

If we are to prevent the 1,063 near disasters in 1987 from becoming actual ones in 1988 and beyond, we must address one of the major sources of the problem—the lack of a sufficient and experienced controller work force. There is only one source that can expeditiously and effectively fill this experience void—the fired air traffic controllers.

I have sponsored legislation which provides the necessary framework to rehire the best 1,000 controllers. The bill passed the House on March 30, 1988, with the strong support of unions like the Carpenters, by a vote of 234–180. It includes provisions that require rehiring controllers on a competitive basis to facilities that are critically understaffed, the completion of a six month probationary period and the exclusion of controllers that were involved in criminal conduct during the strike.

The warning signs are clear: Too few experienced controllers, those with experience retiring and continuously increasing air traffic. It is time to rebuild the system by selectively rehiring 1,000 of the fired controllers. The American public can ill-afford the risks imposed by an understaffed and inexperienced controller work force.

CLIC REPORT

Host A Democratic Convention House Party on July 21st!

On July 21, 1988, the Democratic presidential candidate will be chosen at the party's national convention. Across America, thousands of Democrats will celebrate this event in their homes and neighborhoods with "From Your House To The White House Parties" to kick off the 1988 Democratic presidential campaign. Each party will attempt to raise $250 for the presidential and Democratic Party Victory Fund. The goal is to raise $2,000,000, as 20,000 Democrats throughout the country host these parties.

In 1984 many UBC members participated in the House Party drive of that general election year. If you would like to host a party this year, write to the Legislative Department, 101 Constitution Avenue N.W., Washington, D.C. 20001 for information on how to arrange one. You will be sent an Official Host Planning kit containing helpful suggestions, party invitations and an 800 telephone number you can call for help or advice. You will also receive party favors and decorations, and, in recognition of your participation as a host, you will receive a signed photograph of the Democratic presidential and vice-presidential nominees.

Write today so you can begin planning for the *your* house to the White House party.

RECENT CONTRIBUTORS to CLIC include: Ed J. Buschmann Sr., retired member of Local 124, Haledon, N.J.; Clark R. Anson, retiree, Local 297, Plainwell, Mich.; Edouard H. Gilbert, retiree, Local 209, Desert Hot Springs, Calif.: an in memoriam contribution for Armon L. Henderson, Local 505, San Diego, Calif., and Anthony J. Pisutelli, retiree, Local 188, Bronx, N.Y.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ $10 ☐ $15 ☐ $20 ☐ $25 ☐ other ________

Name ____________________

Address ____________________

City ____________ State ____________

Zip ________ L.U. No. ____________

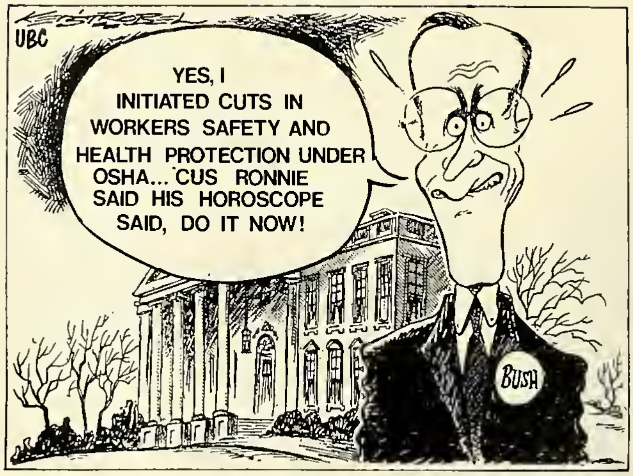
We're required by law to request this information:

Occupation ____________________

Employer ____________________

Make checks payable to:
CLIC
101 Constitution Ave., N.W.
Washington, DC 20001

Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned. Contributions to CLIC are not deductible as charitable contributions for federal income tax purposes.


UBC
YES, I INITIATED CUTS IN WORKERS SAFETY AND HEALTH PROTECTION UNDER OSHA...'CUS RONNIE SAID HIS HOROSCOPE SAID, DO IT NOW!
BUSH

The federal Occupational Safety and Health program has suffered setbacks under the Reagan Administration. The United Brotherhood testified on one aspect of the situation during a recent subcommittee hearing. (See Page 4.) Then there was the time back in 1981 when the UBC successfully called for emergency safety standards for commercial divers, because the President's Task Force for Regulatory Relief, headed by Vice President George Bush, had issued directives stating that the diving industry was "over regulated" and safety rules should be relaxed . . . even though lives were being lost and divers permanently injured. The UBC defeated the Bush Task Force effort.

Associate director named

General Treasurer and Legislative Director Wayne Pierce and General President Lucassen have expanded the legislative department to increase the political involvement and activity of UBC members. Robin Gerber, currently assistant general counsel at the General Office, far right, will become associate director in the legislative department. General Treasurer Pierce predicts that CLIC will go over the $1 million mark next year, and UBC political strength through member involvement will greatly increase as the legislative department develops programs for political action.

On behalf of the CLIC members of Local 106, Des Moines, Iowa, Fifth District Board Member Gene Shoehigh recently presented a check for $1000 to CLIC Director Wayne Pierce.

LOCAL UNION NEWS

Members turn out for Georgia caucus

By furnishing transportation and breakfast, the Macon, Ga., Federation of Trades and Labor Council succeeded in encouraging area union members to vote in the 8th Congressional District delegate selection caucuses held in January in Douglas, Ga.

Two labor delegates pledged to Senator Al Gore, Waylon Morton of Carpenters and Millwrights Local 144, and Morgan Brown, business manager of IBEW Local 1316, were the top vote getters.

Top vote getters Waylong Morton, kneeling, and Morgan Bowen, with the button on his lapel, center, are pictured with area union carpenters, millwrights and electricians.

Roanoke workers approve contract at Concrete Pipe

Left, workers at the Concrete Pipe and Products Co. Inc., in Roanoke, Va., approved a new one-year agreement in March. Members won funeral leave, one new holiday, reporting and call-in pay, grievance and arbitration procedure and a 50 cent per hour wage increase.

Harris honored by Missouri Senate

Fred C. Harris, retired member of Local 61, Kansas City, Mo., was honored by the Missouri Senate recently. Harris, who died in October 1987, was characterized by an unparalleled record of service to God, his country and his fellow citizens.

Senator Harry Wiggins (D-Dist. 10) initiated the resolution to honor Harris. "Nobody told me. I did it myself, and I was honored to do it!" Wiggns said. Wiggins said he met Harris while campaigning. He said he knew the man and when he read of Harris' death in the newspaper, Wiggins wrote and submitted a resolution in his honor.

Mrs. Harris and her daughter, Susan Kingwell, said they appreciated Wiggins' consideration.

●

Attend your local union meetings regularly. Be an active, voting member of the United Brotherhood of Carpenters and Joiners of America.

Local 283 holds steward training

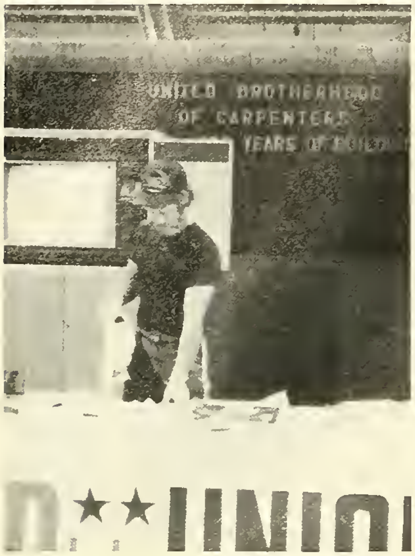
Local 283 in Augusta, Ga., recently held a steward training class March 24 and 31. Members who participated were, front, James Sala, trainer and organizer; Cedar Harlon; Joel Westbrook; J. Harold Dye, business representative; Everett Phillips Sr.; Sidney Williams, president; Robert "Shorty" Wilson Sr., trustee; Tommy North; Steve Tucker; and David Campbell.

Second row, A.T. "Cuz" Sills III, Wayne Patton, Michael Holden, Leonard Horn, Jeffrey Phillips, M. Chris Oglesby, Dale Eldridge and David Harding.

Back row, Terry Coggins, Jeff Pollard, William Siemer, Henry Jenkins and Robert Jenkins, warden.

Members attending but not pictured were Larry Phillips, Ray Glover, Harry McGraw and Bill Cawley Jr.

South Florida VOC promotes the union in parades and fairs



More than 60 active and retired members of the South Florida Carpenters District Council manned a booth promoting union carpentry that was viewed by over 270,000 adults and school children at the Dade County Youth Fair held in March.

SOUTH FLORIDA
DISTRICT COUNCIL
VOC
UNION CARPENTERS

South Florida Carpenters Volunteer Organizing Committee also built a float for Ft. Lauderdale's 10th annual St. Patrick's Day Parade. Stranahan House, Ft. Lauderdale's oldest residence, entered a float that was a 1/6 scale model of a ferry built by the Broward County JATC in 1986. JATC donated the ferry to Stranahan House where it is currently on display.

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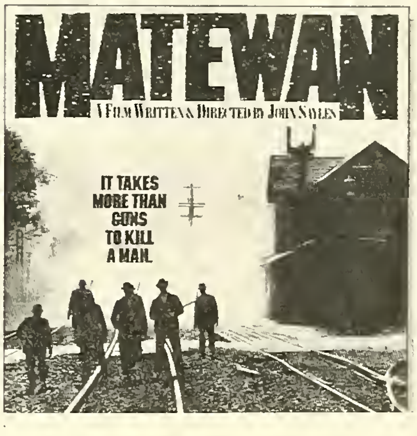
'Matewan,' exciting labor story, on video

On May 19, 1920, a gun battle was fought in a small West Virginia coal town which made labor history. In the town of Matewan, the mayor and the chief of police did what few local officials had the courage to do—face down company thugs who terrorized the community during a miners' strike.

On that afternoon, 11 guards from the infamous Baldwin-Felts agency tried to arrest the two men with fake warrants. They resisted. Gunfire broke out, and when the smoke cleared from the "Matewan Massacre," 10 people lay dead.

Italian immigrants and blacks from the South, who had been imported as strike breakers joined the strikers and helped them overcome the company thugs.

The movie, "Matewan," premiered in movie theaters last fall. Now it's available on videotape at most video rental stores.


MATEWAN
A FILM WRITTEN & DIRECTED BY JOHN SAYLES
IT TAKES MORE THAN GUNS TO KILL A MAN.

Caution: contact lens and electricity

The following information is reprinted as it appeared in a recent safety bulletin:

An electrical worker threw an electrical switch into the closed position, which produced a very quick sparking. An employee at another company flipped open the colored lenses of his welding goggles to better position the welding rod. He inadvertently struck the metal to be welded, producing an arc.

Both were wearing contact lenses. When they got home from work, each man removed the contacts. In both instances, the cornea of the eye was removed with the contact lenses. Both men are now permanently blind.

The electric arc generates microwaves that instantly dried up fluid in the eye and the cornea bonded itself to the lens. The trauma is painless and the operator never knows he has been injured until he removed his contact lens.

Until recently, this hazard was not known. There are no federal or state safety or health agency regulations on this matter yet, but it is being investigated carefully.

Contact between Chief Police Surgeon Schepis and two Board Certified, experienced ophthalmologists revealed that an electric arc does impose a risk for potential corneal injury to an individual wearing contact lenses.

Accordingly, it is recommended that all maintenance workers, particularly those who are potentially subject to an electrical sparking situation not wear contact lenses while performing their duties.

APPRENTICESHIP & TRAINING

National Joint Committee revises standards, supplies 'boilerplate'

The National Joint Carpentry Apprenticeship and Training Committee, which monitors the training of crafts served by the UBC, has revised the *National Apprenticeship and Training Standards* for carpenters, millwrights, cabinetmakers, carpenter/piledrivers and floorlayers.

For the first time, the committee has developed standards in what the UBC apprenticeship and training department calls the "boilerplate format."

This is a term borrowed from the newspaper industry, which means that the basic text is supplied by an outside source (in this case, the National JATC), but there are provisions for local input. For example, the new standards booklet leaves blank spaces on some of the pages in recognition of area differences regarding intake procedures, related training and wage progression scales. There is also an appendix in the new standards booklet for other differences which may exist.

To provide for more flexibility in training, the national committee has provided an expanded work experience schedule as an alternative to traditional schedules for the five craft areas covered.

The minimum requirement of on-the-job-training hours has been changed from 8,000 hours to a minimum somewhere between 5,200 and 8,000 hours. The committee felt that this was more realistic, since the average number of hours worked by a journeyperson per year is approximately 1,300.

This change and others are reflected in the new work experience schedules. For example, in the schedule for carpenter, 1,200 hours were previously required for form building. Now the requirement is between 780 and 1,200 hours.

First General Vice President John Pruitt, who now serves as co-chairman of the National JATC, pointed out when he announced the changes in standards, that the committee is looking into the rules and regulations for sponsors of apprenticeship programs. The committee will expect all sponsors to comply with the rules and regulations as set down by the national committee.

"Non-union apprenticeship programs are springing up all around the country," Pruitt said. "They are being registered both by the Bureau of Apprenticeship and Training and by state apprenticeship agencies. We know that many of these so-called 'apprenticeship' programs are merely paper programs with little or no related training. The few that are providing related training are not meeting the high standards that the joint labor/management programs have established."

"We know that non-union programs are being run through the public school system, where federal and state funding sources pay the freight. The registering agencies who supposedly monitor these programs claim that they don't have the teeth to deregister inferior programs. The fact of the matter is that very few programs have been deregistered because of non-compliance."

Continued on Page 38

Detroit District Carpenters learn about tradeshows

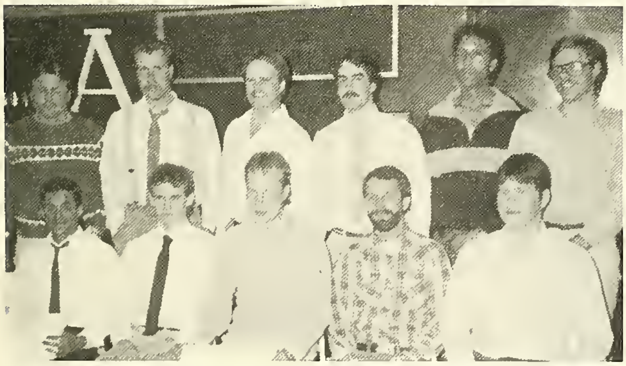
Approximately 125 members of local union affiliates of the Detroit and Southeastern Michigan Carpenters District Council working at Cobo Conference/Exhibit Center began a six-week educational program early in April to introduce them to all aspects of the tradeshow industry, review changes and opportunities in the field and teach them the latest in exhibit assembly techniques.

"Carpenters at Cobo represent the front line," said June Rosell, director of the Civil Center in Detroit. "They're the ones that the exhibitors are mostly in touch with so it's important that they understand not only their craft, but the tradeshow industry as a whole. It's this knowledge that fosters the positive relationship we seek with our customers."

The introductory session identified objectives of all parties involved in staging tradeshows and their economic importance to Detroit and its residents/workers. Other sessions highlighted the various elements of exhibit installation and hands-on demonstrations showing advanced skills for onsite tradeshow success and assembly of the most widely used system exhibits.

Also featured were the heads of several national and international trade show associations involving a dialogue between association leaders and union members regarding exhibitor concerns and how to dispell them.

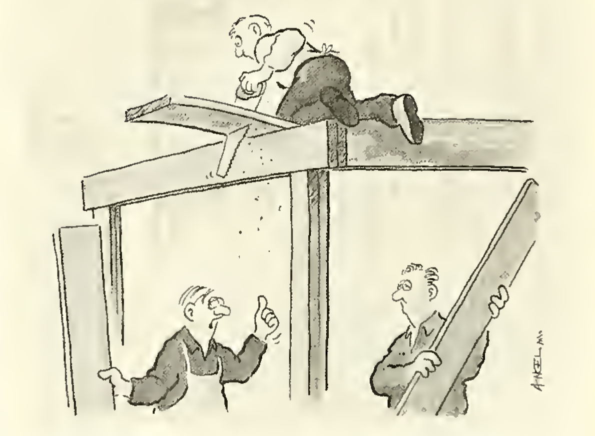
Omaha JATC graduates



The joint apprenticeship committee of Carpenters Local 400 and Millwrights Local 1463, Omaha, Neb., honored its graduating apprentices at a dinner held in March.

Present were, front, Mark Santo, Neil McGrath, Alan Conner, Jerry Barrier and Jim Kielion.

Back row, Michael Simonsen, Brad Perreault, Terry Elder, Paul Carnazzo, Steve Lindsey and Hugh Rossell.



"That guy can give you a headache!"

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

DUGOUTS FOR LITTLE LEAGUE

Local 839, Des Plaines, Ill., has continued to assist its community by donating materials and labor to rebuild dugouts for the Des Plaines West Park Little League. Members of Local 839 have sponsored a Little League team for 34 years.

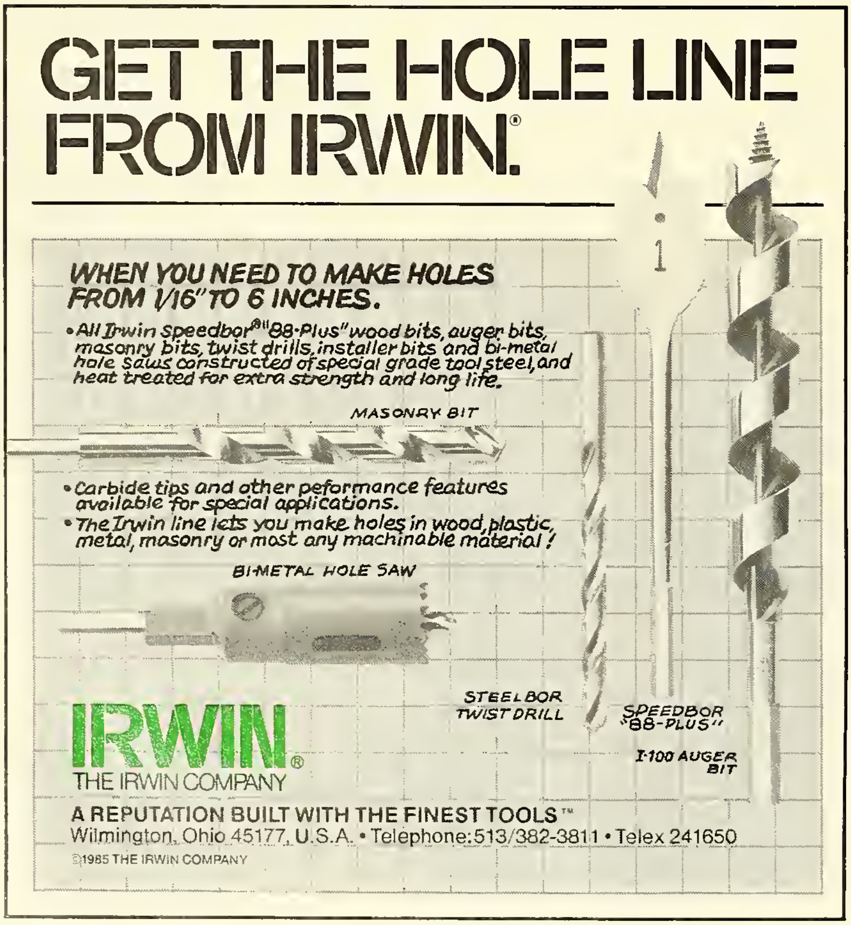
Members who assisted in the project were Dick Gayan, Frank Guttler, Noel Logan, Bill Mattefs, Joe Calabrese, Tom Nebl, conductor; Trevor Bauman, trustee; T. Richard Day, president and business manager; Andy Goda, financial secretary and assistant business representative; and Bob Griskenas, business representative.

BEN FRANKLIN AWARD

In May 1987, during the early observance of the bicentennial of the U.S. Constitution, *Carpenter* published an article entitled, "The U.S. Constitution as Guardian of Free Labor," written by Associate Editor Roger Sheldon. Last month, it was announced by the Commission on the Bicentennial of the United States Constitution that the *Carpenter* article was a finalist in a Benjamin Franklin Journalism Awards competition, sponsored by the commission and the National Press Foundation. It was "first runner up" to a magazine article in National Geographic magazine by Alice J. Hall.

PEEKSKILL TOYS FOR TOTS

Local 163, Peekskill, N.Y., made its seventh annual contribution to the Toys for Tots program sponsored by the U.S. Marine Corps. Pictured are William Rehak, chairman; Rick Calley, treasurer; Ralph Garrison, vice president; Terry Lahey, warden; Sgt. S. Lanning; Ralph Bonavist, recording secretary; Sgt. Violette, Co. F, 25th Marines-4th Division; and John Licari, president.



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Even for President One vote counts!

Presidential candidates know that one vote counts.

James Garfield won the presidency over Winfield Hancock in 1880 by a margin of only 1,898 out of 9,210,420 votes cast.

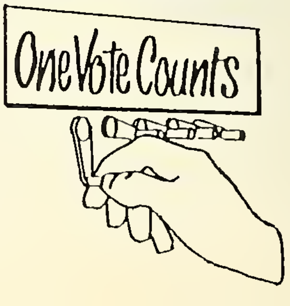
In 1960, John F. Kennedy topped Richard Nixon by less than one vote per precinct nationwide.

Nixon turned it around in 1968 when he beat Hubert Humphrey by fewer than 350,000 votes out of more than 73 million votes cast.

Though Jimmy Carter won the popular balloting in 1976 with 51.8 percent of the vote, a switch of fewer than 10,000 votes in just two states—Ohio and Hawaii—would have given Gerald Ford a 270–268 electoral vote victory and the presidency.

One vote counts!

REGISTER/VOTE



SUPPORT
D.A.D.

needs volunteers

UBC locals and Building Trades councils to lead 1988 drive

D.A.D.'s Day nears. Mark your calendar.

The Second Annual Diabetes D.A.D.'s Day is scheduled for June 18. Every building trades workers is asked to mark his or her calendar for what may be the largest fundraising event ever undertaken by organized labor.

D.A.D.'s Day II will occur on Father's Day weekend and is modeled after an event carried out each year by the Diabetes Research Institute. Heavily traveled intersections are manned by volunteers who approach cars when the light is red and ask drivers to give a contribution to help cure diabetes.

Last year, building tradesmen raised nearly $500,000 in the First Annual D.A.D.'s Day event. It was a tremendous outpouring of support. As successful as last year's event was, however, we *must* do better in 1988. If every building trades council and local union participated in D.A.D.'s Day this year, millions of dollars could be raised to help construct a new DRI.

All we need is your time and effort.

If you are able to be a volunteer solicitor on Father's Day weekend, let your local union know. All funds collected go to the "Blueprint for Cure" and the National Diabetes Research Institute.

Is your local or council participating?

Building Trades seek Blueprint for Cure

Carpenters, along with other Building Trades unions, are still contributing to the Blueprint for Cure and D.A.D.s campaigns, initiated to help find a cure for diabetes.

Diabetes is serious business. It is ranked fifth on this country's list of killer diseases, and it comes in second as a cause of new blindness. Other complications associated with the disease include heart attack, stroke, kidney disease and gangrene.

The good news is that when it is diagnosed early and preventive management can be undertaken without delay, the progress of the disease can often be delayed or even stopped.

Recent Blueprint for Cure contributions include:

Locals 54, Chicago, Ill.; 272, Chicago Heights, Ill.; 400, Omaha, Neb.; and 1889, Downer's Grove, Ill.; 1338, Charlottetown, PEI, and the First District.

Individual contributors included: Paul R. Dalferro, Robert Lid, Bill Winters, Marty Umlauf, and Patrick J. Campbell.

For information about Seniorshield

Many calls and letters have come into the General Offices regarding the SENIORSHIELD health insurance promotion run in the April issue of *Carpenter*. A number of retirees were seeking more information on the benefits available, but some were concerned about the need for such a program.

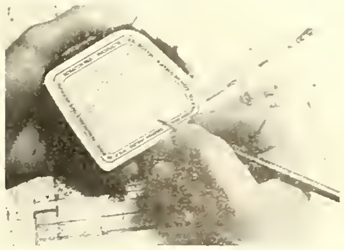
The SENIORSHIELD program is supplemental insurance. It will pick up some medical costs not covered by Medicaid and deductibles as well. It has no effect on your Medicaid eligibility, and **you have no obligation to subscribe to the plan.**

Its coverage, however, is invaluable protection against a serious illness or accident. Without additional coverage, medical bills can possibly deplete a retired couple's lifetime savings.

Any questions you have about the SENIORSHIELD program or its coverage should be directed to the plan's administrator's toll free number: 1-(800) 368-5724. Requests for additional packets can also be obtained by using this number.

NEVER FORGET A MEASUREMENT AGAIN!

No more wasted time in forgotten measurements or looking for scraps of wood or paper to write measurements on.



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Labor News Roundup

World's homeless need shelter, ILO Reminds

The International Labor Organization, citing the aggravation of global economic recession, has called on nations to step up efforts to find proper shelter for the world's homeless.

Stephen I. Schlossberg, the ILO's Washington office director, said it is a "national and a world disgrace for men and women to be forced to live in subhuman conditions." He added, "In America, unions, employers and government must join hands to crusade against fellow citizens having to live under intolerable conditions in this land of unprecedented plenty."

In a resolution adopted by the 73rd International Labor Conference last year, the ILO declared ". . . too many people—both employed and underemployed—in rural and urban areas are forced to live in subhuman conditions in slums, squatter areas and other inadequate forms of accommodation, especially in developing countries, and the situation is deteriorating."

The ILO resolution noted that its 1961 Workers' Housing Recommendation emphasized "the necessity of ensuring that adequate and decent housing and a suitable living environment are made available to all workers and their families, especially those whose needs are most urgent."

Anti-union contest by employer is unfair practice

A divided NLRB held that a contest awarding prizes to employees who wrote the best pro-company or anti-union slogan during an organizing drive by the Teamsters was an unfair labor practice.

The award of prizes in the anti-union contest took place in 1982, one day prior to the election in which Teamsters Local 1040 sought representation rights. The first prize was a 19-inch color television set; second prize, a microwave oven; and third prize, a food processor. At an assembly of all the employees, the entries were read, the winners were announced and were called up to receive their prizes.

The board found a series of other violations, including retaliatory discharges, and ordered that a new secret ballot election be held at the Dynamics Corporation of America plant in Bridgeport, Conn.

IRS finds some employers misuse withheld income taxes

A growing amount of income tax money withheld from workers' paychecks is being misused by employers, often never finding its way to the government, according to a recent report of the U.S. Internal Revenue Service.

The total amount of delinquent Social Security and income taxes rose by 49% from 1982 through 1987, to almost $3.73 billion. About 338,000 employers have failed to pay or account for that sum.

Because withheld taxes account for 69% of all federal revenues, "even a slight decline . . . can have a devastating impact" on the government, William M. Wauben, IRS assistant commissioner for collections, said at a recent press conference.

According to Wauben, employers' failure to forward taxes withheld from workers' checks often is caused by ignorance of the law, although in some cases withheld taxes are kept out of greed. Often the problem is traced to a failing company's efforts to stay afloat.

News media should go beyond cliches, says Donahue

The news media frequently overlooks significant news involving organized labor, AFL-CIO Secretary-Treasurer Thomas Donahue charged recently. Speaking at the National Press Foundation Labor-Management Seminar, Donahue suggested news media end its preoccupation with "crisis facing American labor" and focus instead on the fundamental question of "whether decline of manufacturing and disappearance of good-paying union jobs, is a good thing for America?" He also urged reporters to go beyond cliches such as "eternal conflict" between AFL-CIO and employers. Donahue said, "we want labor-management cooperation as much as anybody."

Union worker more motivated, professor's survey indicates

Steven G. Allen, a professor of economics at North Carolina State University, found in a recent study that unionized construction firms are at least 29% more productive than non-union firms.

Given as reasons for the increased productivity are the fact that union workers are more satisfied and motivated, they can provide more input to management decisions and there is less employee turnover and therefore a stable and experienced work force requiring less supervision.

U.S. company caught faking union label

A New York cement company has pleaded guilty to selling foreign-made cement in bags that had been falsely labeled to make the cement appear as if it were made in the U.S.

The Lehigh Portland Cement Co. of Cementon, N.Y. was packaging, selling and distributing tons of foreign-made cement in bags bearing the union label. But the company was only authorized to put the label on bags containing cement made by its Cement, Lime & Gypsum union members.

The company was ordered to pay a fine and costs to the state, and also was ordered to remove more than a hundred tons of Mexican-made cement from bags bearing the union label.

'Labor donated' not substtute for union printed

"Labor Donated" is not an acceptable substitute for a union printing label. Gene Klare of the *Oregon Labor Press* reminds us that with the 1988 campaigns approaching, there will be an influx of political propaganda printed and distributed. "Labor donated" is an indication the material was not printed in a union shop. Sometimes this is inadvertently accepted by politicos and it is labor's responsibility to educate our COPE endorsed candidates that this is not acceptable. Union members should already know that if a union printer donated his or her shops' services to a candidate, a union, a civic organization or whatever, the printing would be entitled to bear a printing trades union label.

Rehire air traffic controllers

The House of Representatives has overwhelmingly approved legislation that would require the government to rehire at least 1,000 of the 11,400 air traffic controllers fired by President Reagan in 1981. The final vote was 234–180.

Specifically, the bill would require that the government begin the process of receiving applications for 1,000 positions, 500 of which would be filled in 1988 and 500 in 1989. Compared with 1981, the air traffic system today is being guided by one thousand fewer controllers.

The vote represents a significant shift in House sentiment concerning Reagan's firing of air-traffic controllers in 1981 as well as general overall concern for air safety today. (For additional details about this legislation, see the article on page 15.)

Measuring radon and preventing its entry

Measuring devices are available at many hardware stores. EPA has guide booklets.

Last month, in our Consumer Clipboard, we began a two-part series on the effects of radon. This month, we would like to conclude by discussing radon measurements and how to prevent the gases from entering your home.

Your home can be tested for radon by commercially-available radon detectors. The two most common are the charcoal canisters and the alpha track detectors. They vary in prices and length of the test period, but both are reliable.

Obtaining a useful estimate of the radon level in your home may require that several detectors be used to make measurements in different areas. The steps outlined below should provide the information needed as you decide whether or not further action is advisable.

The screening measurement. The first step taken is to have a short-term screening measurement made to give you an idea of the highest radon level in your home. This step will show if there is any radon present in the structure.

Measurements should be taken in the lowest livable area, preferably in the basement. All windows and doors should be closed for at least 12 hours prior to the start of the test and kept closed as much as possible during the test.

This is a precaution necessary to keep the radon level relatively constant throughout the testing period.

Determining the need for further measurements. In most cases, the screening measurement is not a reliable measure of the average radon level to which you are exposed. Since radon levels can vary greatly from season to season as well as from room to room, the screening measurement only serves to indicate the potential for a radon problem.

A safe testing level would be less than about 0.02 WL or less than about 4 pCi/l, and a follow-up test would not be necessary. If the results were any above, a follow-up would be advisable. The radon risk evaluation chart shows the risk involved in test results measuring above the safety level.

Radon Risk Evaluation Chart

pCi/l	WL	Estimated number of lung cancer deaths due to radon exposure (out of 1000)	Comparable exposure levels		Comparable risk
200	1	440—770	1000 times average outdoor level		More than 60 times non-smoker risk 4 pack-a-day smoker
100	0.5	270—630	100 times average indoor level		20,000 chest x-rays per year
40	0.2	120—380			
20	0.1	60—210	100 times average outdoor level		2 pack-a-day smoker
10	0.05	30—120	10 times average indoor level		1 pack-a-day smoker 5 times non-smoker risk
4	0.02	13—50			200 chest x-rays per year
2	0.01	7—30	10 times average outdoor level		
1	0.005	3—13	Average indoor level		Non-smoker risk of dying from lung cancer
0.2	0.001	1—3	Average outdoor level		20 chest x-rays per year

Another way to think about the risk associated with radon exposure is to compare it with the risk from other activities. The chart below, supplied by the Environmental Protection Agency, gives an idea of how exposure to various radon levels over a lifetime compares to the risk of developing lung cancer from smoking and from chest x-rays. The chart also compares these levels to the average indoor and outdoor radon concentrations.

As you look at the chart, be sure to use the proper radon-level column for your results (either WL or pCi/l).

The follow-up measurement. Follow-up measurements will provide you with a relatively good estimate of the average radon concentration you and your family are being exposed to. It is strongly recommended that these measures are taken *before* a final decision is made about major repair work.

The follow-up measurements should be made in at least two lived-in areas in the home. If there are lived-in areas on more than one floor, measurements should be made in one room on each floor.

If radon levels are high, action should be taken immediately to lower the levels. Below are four steps that will provide relief but not long term solutions:

- Stop smoking and discourage smoking in your home. By doing so,

Continued on Page 38

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EYE INJURIES

By Dr. Phillip L. Polakoff, M.D.
Director, Western Institute for Occupational/Environmental Sciences

Is your eyesight precious to you? Of course it is. But the chances we take of losing this priceless gift—at work or at play—are incredible. For instance:

More than 90% of eye injuries, including many which result in blindness, are *preventable.*

Preventable! That's the conclusion of researchers at the Massachusetts Eye and Ear Infirmary in Boston after one of the largest clinical studies on the causes of eye trauma ever conducted.

The study dispels the belief that victims of eye injuries suffer accidents that are misfortunes or sudden twists of fate. Instead, the researchers reported at the June 11 meeting in Los Angeles of the National Eye Trauma Society:

"These injuries occur repetitively in predictable situations, and many have been prevented by the use of protective eyewear."

Yet, the survey showed that 66% of all persons injured at work and 40% of those who sustained severe injury reported that protective eyewear was available. Of the 10% who were wearing protective eyewear at the time of the injury, none were seriously hurt. Ordinary eyeglasses, on the other hand, often broke on impact and were closely associated with severe injury.

The study was based on more than 3,100 patients who were treated at the Massachusetts infirmary emergency service during a six-month period. This was the first major study in the United States to focus on the frequency and distribution the eye injuries. The research revealed:

- **the workplace is the site for nearly 50% of all eye injuries.**
- **effective eye protection is often available, but its use is neither common nor enforced.**
- **sports eye injuries are frequently severe and have little relationship to the athletic skill of the player.**
- **young people, particularly under the age of 15, bear a disproportionate burden of severe eye injuries.**
- **the direct and indirect cost of these injuries are conservatively estimated at $5 million, and 60 work-years lost for the patients in the study.**

Those at significant risk—accounting for some 65% of all workplace injuries—were those in automobile repair (found to be an especially dangerous activity), and workers in construction trades. These include laborers, machine operators, welders, plumbers, pipefitters, painters and maintenance workers.

Serious eye injuries in sports occur most often in softball and baseball, but balls of all sizes were found to be potentially dangerous. Racquet sports also accounted for a significant percentage of eye injuries.

Noticeable for their absence were eye injuries caused by ice hockey. The researchers conclude that "the practical abolition of eye injuries related to ice hockey in this region of the country is remarkable, and is a tribute to those who implemented the mandatory use of facial protection for amateur play in this sport."

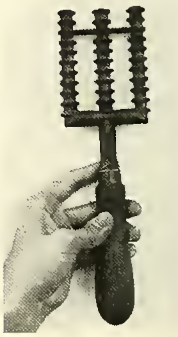
This appears to be an area in which union health and safety committees could take a commendable lead in educating workers to the dangers of eye injuries at their work sites, and use of available protective equipment to minimize those risks.

A pamphlet, based on the findings of the study, is available free of charge from Massachusetts Eye and Ear Infirmary, Office of Public Affairs, 243 Charles Street, Boston, MA 02114.

(Copyright 1987 by Dr. Phillip L. Polakoff/PAI)

What's this tool?

Richard Wiebers, member of Millwright Local 2158, Moline, Ill., sent us the above picture of a tool he found. He would appreciate the help of members in identifying the tool and the era in which it was used.



If you have any information write: Editor, Carpenter Magazine, 101 Constitution Ave., NW, Washington, D.C. 20001.

Canadian Federation emphasizes 'social change over conflict'

Delegates to the recent 1988 convention of the Canadian Federation of Labor in Ottawa heard reports of heavy job losses in many parts of Canada and took immediate action to turn the trend around.

They called for heavy emphasis on lobbying, bargaining and organizing throughout the province to bring the construction trades up to full strength.

The 250 delegates decided the organization must emphasize social change over conflict if it is to grow. It represents 225,000 construction and other workers across Canada.

The program could make the CFL—considered the most conservative organization in Canadian labor—the most populist and radical, according to one Canadian newspaper.

CFL secretary-treasurer Austin Thorne said, "The new program is not aimed at management or government. Canadians are sick and tired of us attacking each other."

Unions, said Thorne, must broaden the scope of bargaining to break down traditional management rights clauses, hold corporations responsible for layoffs, plant closings and environmental problems and share the benefits of new technology.

At the political level, labor must do a better job of shaping government policy and stopping anti-labor legislation.

The number of unionized construction jobs in Canada dropped from 278,000 in 1981 to 215,000 in 1984 and is expected to hit 171,000 in 1995.

Touch of immortality

Continued from Page 13

family and friends was profound. Often, my dad would help other people, not for the money, but because he wanted to. My dad's work reflected his love, pride and professionalism.

Naturally, a carpenter can't build without his compliment of tools. Once the gears of progress were in motion, my dad chose the tool that was most efficient for the task at hand. His power saws hummed liked a swarm of bees. The staccato sound of his hammer and chisel imitated the sound of a woodpecker. Sanders and screwdrivers were used for his finishing touches. Even today, the smell of sawdust returns me to my childhood where the wonderful sounds and smells emanated from his workshop.

Upon my father's death, the dreaded task of cleaning out his workshop fell on my brother and me. To my amazement, all his tools were as sharp and shiny as the day he bought them, some forty years ago.

Although a carpenter can't live forever, there remains a touch of immortality in his work. All through his life, a carpenter has used his hands, skills and knowledge to bring pleasure to his family and friends. Even though he's gone, his work remains.

Supreme Court

Continued from Page 11

since picketing remains covered under Section 8(b)(4)'s prohibitions against secondary boycotts. The danger is that the Board will view handbilling and picketing as all picketing conduct and the benefits of *DeBartolo* will be lost.

You should consult local counsel or the legal department at the UBC for further information on the decision and how it applies in specific situations.

Southern School for Union Women

The Southern School for Union Women will be held August 7–12 at the George Meany Center for Labor Studies in Silver Spring, Md. It is a five-day training program designed for women officers, stewards and rank-and-file members to build basic union skills, to increase understanding of the problems facing employed women and to develop women as leaders in the labor movement.

Each participant will attend two daily workshops and a variety of general sessions featuring speakers and films. This year's emphasis will be given to issues of the 1988 elections. Other topics covered will include steward training, organizing, women's safety and health on the job, bargaining on work and family issues, skills for officers, how to make the media work, communication skills, legislative issues, political action skills and how to activate members during an election year.

The Southern School will provide participants an excellent opportunity to meet and network with women unionists from throughout the Southern region. States included in this area are Alabama, Arkansas, the District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, Virginia and West Virginia.

The cost of the school is $250, which will include room and board. There will be no charge for tuition and materials. Registration must be complete by July 1. For more information contact the George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903, (301) 431-6400.

Merchant Marine vets application guidelines

We announced earlier that the U.S. Defense Department has finally authorized veteran benefits for those who served in the Merchant Marine during World War II.

Here's what a World War II seaman would have to do in order to establish eligibility for veterans status on the basis of service in the U.S. Merchant Marine for any period between December 7, 1941, and August 15, 1945:

1. Obtain Defense Department Form DD 2168 and the accompanying instruction sheet from any maritime union, department or council. It will also be available from Veterans Administration offices or from the Coast Guard.

2. To assist in verifying wartime service, submit copies of discharge certificates or other evidence of ships served on and dates of service with the application. Do not send originals.

3. Mail the application and supporting documents to: Seamen's Documentation Branch, U.S. Coast Guard, Washington D.C., 20593-0001. Other addresses for persons whose service was in specialized units are listed on the instruction sheet. An example would be civil service crew members employed by the Army Transport Service or its Navy counterpart.

When the application is approved, the veteran will be sent an Armed Forces Discharge Certificate, which is necessary to obtain VA benefits. It may take a month or longer, depending on the number of applications received and the documentation provided. In case of emergency need for VA benefits before the certificate is received, the applicants union may be able to help.

SUPPORT D.A.D.

DADS AGAINST DIABETES . . . . *the campaign is under way for D.A.D.'s Day II . . . Father's Day, June 18 . . . Volunteer to collect funds for Blueprint for Cure on that day . . . Contribute to the cause . . . The United Brotherhood is determined to reach its fund-raising goal for the National Diabetes Research Center NOW!*

PLANE GOSSIP

SEND YOUR FAVORITES TO:
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AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

MARITAL MIXUP

"Daddy," said the little boy, "I want to get married."

"Oh," said his father, "Who do you have in mind?"

"Grandma," said the little boy.

"Wait a minute," said the father, "You don't think I'd let you marry my mother do you?"

"Why not?" asked the boy. "You married mine."

—Shannon Dean

ADOPT A LUMBER COMPANY

GOLF ADDICT

A man returned home from playing golf totally exhausted. His wife asked him what happened. He said, "As soon as George teed off, he had a heart attack. So, all morning it was hit the ball and drag George, hit the ball and drag George."

—B.F. Barrow
Retiree, Local 14
San Antonio, Texas

SEASON'S GREETINGS

A Hastings, Neb., man sent his best girl this Christmas greeting: "You are a dear, sweet girl. May God bless you and keep you. I wish I could afford to."

AP

SUPPORT 'TURNAROUND'

MOTHERLY ADVICE

A mother saying goodbye to her daughter who was leaving on her honeymoon offered a last word of advice: "Always remember, darling, never argue with your husband—just weep and look pitiful."

Nancy's Nonsense

ATTEND LOCAL MEETINGS

SOFT SOAPER

A mother of 10 appeared on a TV program featuring women with large families.

"How do you discipline your kids?" the host asked.

"I treat them like a wet bar of soap," she replied. "Hold it too firmly and it shoots out of your hand. Hold it too loosely and it slides away. A gentle but firm grasp keeps it under control."

Dot Fenwick

BE AN ACTIVE MEMBER

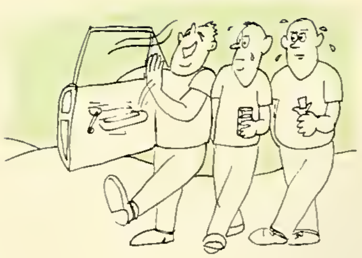
CHILLING CHAPEAU

Husband to wife, watching as she tries on a new hat: "Yes, of course you can buy it, dear. I like that middle-aged look it gives you."

THIS MONTH'S LIMERICK

There once was a girl from Texas
Who thought of her looks as excessive.
What she didn't know
Was her beauty was so that
She put the young boys into hexes.

—Linda Bardwell
Nederland, Texas



HEAT STRUCK?

Three men were walking in the desert. One man had a candy bar, another man had a car door and the last man had a glass of water.

The man with the glass of water asked the man with the candy bar, "Why do you have a candy bar?"

"So if I get hungry, I can eat it."

The man with the candy bar asked the man with the glass of water, "Why do you have a glass of water?"

"So if I get thirsty, I can drink it," the second man replied.

Then they both asked the man with the car door, "Why do you have a car door?"

"So if I get hot, I can roll the window down," was the answer.

—Nancy's Nonsense

USE UNION SERVICES

MAKING CHANGE

Judge: Now tell me, why did you steal the purse?

Prisoner: Your Honor, I wasn't feeling well, and I thought the change would do me good!

Nancy's Nonsense

BOYCOTT L-P PRODUCTS

FOOTING THE BILL

There was an elderly man who lived alone. One day he became ill and was taken to a hospital supervised by nuns. When he began feeling better, the nun in charge of the hospital came to speak with him about his bill.

"Sir," she said. "I understand you live alone. Do you have any relatives that might be able to help you pay your bill?"

"I only have one daughter, and she is in a nunnery," said the man.

"Don't say it that way," said the nun. "Just say she is a bride of Christ."

The old man thought it over for a little while and said, "Well, if she is, then let my son-in-law take care of the bill."

—Eugene LeDuff
Retiree, Local 1400
DeSoto, Texas

New Feet-Inch Calculator Solves Carpentry Problems In Seconds!

Price Just Reduced For A Limited Time — Now Only $79.95!

Now you can solve all your building problems right in feet, inches and fractions—*with the all new Construction Master™ feet-inch calculator.*

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

Adds, Subtracts, Multiplies and Divides in Feet, Inches and *ANY* or No Fraction

You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—*1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's*—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions (3/8 + 11/32 = 23/32) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

Converts Between *All* Dimension Formats

You can also convert any displayed measurement directly to or from any of the following formats: **Feet-Inch Fraction, Decimal Feet (10ths, 100ths), Inches, Yards, and Meters.**

It also converts square and cubic.

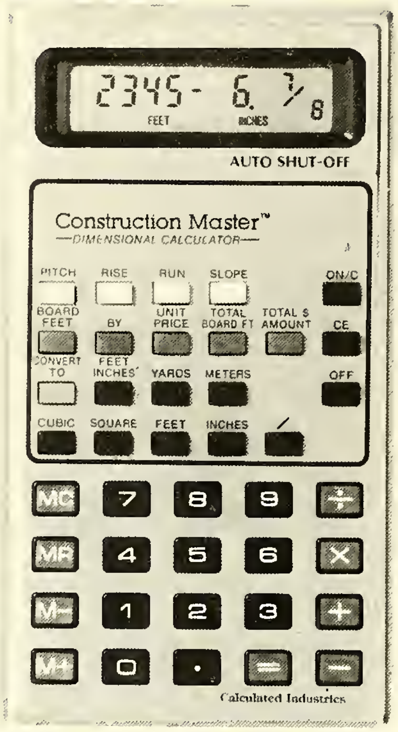
Plus the Construction Master™ actually displays the format of your answer right on the large LCD readout—*square feet, cubic yards, etc.*

Solves Diagonals, Rafters Instantly

You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves right angle problems in seconds—*and directly in feet and inches.*

You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.



New calculator solves problems right in feet, inches and fractions. On sale for $79.95.

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Comes Complete

The Construction Master also works as a standard math calculator with memory (which also handles dimensions) and battery-saving auto shut off.

And the Construction Master is compact (2-3/4 x 5-1/8 x 1/4") and lightweight (3-1/2 oz.), so it fits easily in your pocket. Plus, since it's completely self-contained—*no AC adapter needed*—you can take it anywhere!

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"It's Great! Finally we can get the correct total with fractions the first time through!" **Chuck Levdar, Black Oak Inc., Sausalito, Cal.**

"Invaluable for adding up overall dimensions," **Ford Ivey, Charles River Cons., Needham, Mass.**

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." **Robin Logan, Robin Logan, Inc., Salt Pt.,NY**

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Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Retiree builds swing

Leonard Nevala, retired financial secretary of Local 1044, Charleroi, Penn.; caught a bit of spring fever relaxing in the canopied yard swing he recently built. Nevala spent 40 years as a carpenter and had the plans for the nostalgic swing for 20 years. It took him two weeks to build at a cost of $125. "You don't see a swing like this very often, now days," he said. "It's heavy; it takes four men to move it around."

60th Anniversary

Mr. and Mrs. Clarence Olson of Prince Albert, Saskatchewan, celebrated their 60th wedding anniversary in November. General Representative Leo Fritz presented the couple with a beautiful engraved clock in behalf of fellow UBC members. Olson is a charter member and former chairmen pro tem of Local 1990.

●

Attend your retiree club meetings regularly. Have a voice in the affairs of your organization.

Club 3 holds golden anniversary celebrations and Christmas party

Club 3, Visalia, Calif., enjoyed a combined Christmas party and the celebration of 50th wedding anniversaries during the year of 1987. Stella Andrews, recording secretary, reports that Club 3 is a lively group that averages about 30 members present at meetings.

Right, current officers for the club are Ervin Warkentine, president; Buster Parker, vice president; Stella Andrews, secretary; Orvel Buckmaster, treasurer; Carroll Brakau, H.P. Whiteside and Clyde Weaner, trustees.

Below, those celebrating 50 years or more of marriage during 1987 included Dlyde and Josephine Weaver, Woodrow and Dunice Zachary, Buster and Bertha Parker, Pat and Inez Sanders, Arlie and Maggie Crase, John and Robbie Redman, Thomas and Lorraine Burford and Ernie and Ethel Chemmault.

Make Safety a Habit!

These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.

To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

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DON'T strike one hammer with another!

DON'T strike a hatchet with a hammer!

DON'T strike a nail puller with a carpenter's hammer!

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Fitchburg, Mass.—Photo 2

Fitchburg, Mass.—Photo 4

FITCHBURG, MASS.

Local 48 honored its members during its annual Christmas Party. A special plaque was presented to Carl Johnson for nine gears service as business representative.

Photo 1: 50-year member Thomas Phalen. Also honored but not pictured was Clyde Bernier.

Photo 1

Photo 2: Members honored for 45 years were Edward LaFosse, Aarone Aho, Ellis Blomquist and Raymond Allaire.

Honored but not pictured, were Robert Gardner, Joseph Gionet, Dennis Basque, William Stewart, Richard Rice, Hendrick Lindquist and Kouko Samuli.

Photo 3: Honored for 40 years service were Joseph Marini, Adelard Dauphinais, Raymond Brideau, Edwin Kallio, Leo Lahti, Ernest Comeau, Levi Landry and Waino Oja.

Honored but not pictured were Fredrick Stepton, Onil Tourigny, Robert Tuttle, Dennis Albert, Malcolm Austin, Marcel Hachey, Euclid Gautreau and Arnold Laakso.

Photo 4: 35-year members were Almond Hager, Kenneth Proos, Raymond Gionet and Roland Boudreau.

Honored but not pictured were Norman Guillmette, Samuel Degagne, Frank Debettencourt, Michael Arsenault, Edwin Bennett, Robert Bennett, Donation Blanchard, Ernest Blanchard, Peter Gianakis, Jalo Siren, Bruce Spinney and John Sund, Syrjanen.

Photo 5: Members honored for 30 years service were Carl Johnson, Otto Marttinen, Edsel Johnson, Valto Virtinen, Bernhard Autula, Alonzo McGrath, Bruno Reponen, Gary Enright and Greg Croteau.

Honored but not pictured were Venne Laine, Edward Ledoux Sr., Patrick Leger, Yvon Maillet, Conrad Peloquin, Paul Piermarini, Eino Salo, Francis Rameau, David Griffin, Dominic Fortunato and Richard Eastman.

Photo 6: 25-year members were Viekko Salonen, Ronald Bergeron, Edward Cormier, Harold Melanson, Leo Arsenault, Gerard Arsenault, Loenard Chartier and Charles McLeod.

Honored but not pictured were Oscar Maki, Ovilla LeBlanc, Richard Ladeau, Alban Johnson and Adelard Johnson.

Fitchburg, Mass. Photo 3

Fitchburg, Mass. Photo 5

Fitchburg, Mass. Photo 6

LIMA, OHIO

Local 372 honored its members with longstanding service to the Brotherhood during their Christmas Party.

Photo 1: Virgil Lee was honored for 45 years of service.

Photo 2: 40-year members were Leo Merscham and James Fedele.

Photo 3: Ralph Mayer, 30-year member.

Photo 4: Members honored for 20 years were John Keller and Max Cisco.

Members receiving pins but not pictured were Edgar Altstaetter and Harold King, 50-years; Robert Hitchcock, 45 years; Philip Hut and Paul Miller, 40 years; William Boyd, 35 years; Earl Glock and Robert Hankin, 30 years; and Stanley Howell and Robert Pleiman, 20 years.

Photo 1

Photo 2

Photo 3

Photo 4

BAKERSFIELD, CALIF.

Service pins were presented to members of Local 743 by President Victor J. Arriola and Bob Hanna, executive secretary of the California State Council of Carpenters, during an October ceremony.

Photo 1: 50-year members A.H. Wilcox and E.F. Frazier.

Those not in attendance were, John E. Crawford, R.A. Force, Earl Mason, S.G. Miller, Irennie Robert, C.E. Rose and Harry Sidewand.

Bakersfield, Calif.—Photo 1

Photo 2: Members with 45 years of service were, front, D. C. Sceales, John Ebert, R.C. Lupinek, Steve Ward, Redus Deardeuff, A.J. "Tony" Meaglia, O.H. Borden and Jess Scott.

Second row, V.O. Millican, Robert Koch, Roy Briscoe, A.H. Wilcox, E.F. Frazier, Gene Carroll, T.E. Smith and Luther Chapman.

Back row, C.C. Searcy, William Horrisberger, Ray Copeland, Johnnie Jordan, Lester Engelson, Norm Moss, Murl Ford, C.C. Brewer and A.L. Lotz.

Those not in attendance were R.C. Adams, Robert Armster, D.M. Bell, L.D. Bell, O.D. Bull, William Cannon, J.F. Clark, Lloyd Clarke, Don Compton, Lawrence Crouch, Elbert Daniels, Kenneth Duncan, Eugene Eirvin, Kenneth Duncan, David Goff, Owen Harvey, Carl Heidsiek, Homer Howard, Loyd E. Johnson, A.E. Jones, K.G. Kellogg, Kenneth Knauber, Julius Knight, Clarence Kuhs, Eugene Lanquist, J.D. Mathis, C.B. McClard, James McGahey Sr., R.C. Oldham, Jean Ollivier, C.J. Overturfm, W.G. Presley, E.R. Pugh, B.J. Rother, Ed Ruzicka, John Sand, William Sceales, J. Scritchfield, William O. Self, Robert Shugart, Elmer Sigler, Willie J. Smith, Harold Starbuck, J.L. Stewart, W.L. Traylor, Virgil Trotter, George Uhler, C.R. Ward, J.W. Watson, Dick Winfield, Jess B. Wiswell and J.H. Woolard.

Photo 3: 40-year members were, front, C.D. Moreland, W.B. Stamps, Robert Fox, Charles Brown, H.G. Wiggins and John Tuckness.

Second row, D.L. Morse, William Pinckard, Mario Cercone, V.T. Telese, Jack Francisco, Claude Chappell, John Childers, Orval Harned and Julius Soots.

Third row, Floyd Smith, Toy Straw, Earl Duncan, Al Francis and Henry Sorcelli.

Fourth row, D.K. Colvin, W.D. Bolin, Henry Meaders, Wendol Holloway, I.W. Metcalf, Howard Clark and Carl Hauptman.

Back row, R.J. Johnson, Leroy Cates, M.D. Patterson, Joe Bustard, Richard Deaton, W.A. Hannah, A.K. Webb and E. Boyles.

Those not in attendance were Gerald Adams, Leon Baker, W.L. Barton, J.E. Becas, J.R. Blair, J.C. Bowen, Harold Bradford, John Branner, A.C. Burgan, M. Butler, W.T. Cantrell, F.J. Cashero, Jess W. Cowan, M.E. Daniels, Eugene Dasch, P.I. Diffenbaugh, Clyde Dollahite, Jack Eads, E.M. Fawcett, Richard Force, O.K. Frame, Paul Gia, S.M. Giltner, H.E. Hammack, Forrest Harrell, Clarence Hays, Albert Hazen, J.B. Holloman, A.P. Holloway, C.R. Holton, W.H. Ivey, Ken Keller, Robert LaGore Sr., Francis Lane, F.J. Lanquist, Troy Lasater, Roy Latham, G.H. McFarland, G.E. McKinney, Harold Medearis, John Mederios, Lyal Miriani, V.W. Munn, Frank Nolen, H.O. Pace, John R. Pengilley, William T. Pengilley, William Powers, T.W. Richards, O.L. Riley, C.A. Rinard, Dallas Sceales, John Schriever, P.R. Schwartz, Lee Shultz, B.D. Smith, Jordy Sorrell, Art Spain, Jesse Thompson, W. Touchstone, Paul R. Ulmer, J.P. Walker, W.W. Warlick, J.S. White, Frank Wiggins and Allen Williamson Jr.

Bakersfield, Calif.—Photo 2

Bakersfield, Calif.—Photo 3

Bakersfield, Calif. Photo 4

Bakersfield, Calif. Photo 5

Bakersfield, Calif. Photo 6

Photo 4: Honored for 35 years of service were, front, John Lipske, Ray McConnell, Ralph Walton, George Heyart and Jack Hallberg.

Second row, Vernon Nelson, Santi Arriola, Virgil Spohn, Bill Self, Harlan Bridwell and George Maness.

Third row, Harper Essary, H.C. Nilsen, D.W. Schulz and A.V. Geer.

Back row, Lee Lawson, N.C. Miller, Frank Preusser, Carl Hicks, Glen Davis and J.W. Millican.

Those not in attendance were, R.B. Absher, O.F. Anglin, Gust Arnold, C.W. Asplund, Forest Baker, M.L. Beeber, Hubert Bibee, George Bird, Ira Blake, Thomas Blake, Laverne Brians, Gordon Brown, Steve Brown, Ferris Bynum, Riley Cannon, Russell Cipolla, B.J. Cooper, Joe Cooper, Walter Cotton, S.E. Davis, W.R. Davis, John DeLoera, G.R. Dotson, Fay Fenwick, Orville Foster, Raymond Gavin, J.L. George, Jack Gibford, D.A. Gillburg, W.T. Guthrie, R.B. Hadden, L.L. Hailey, Ben Headrick, A.W. Heyart, W.O. Holt, E.M. Hopper, R.D. House, Earl Hundley, Robert E. Johnson, Barney Jones, Robert Juarez, John Lares, K.M. Ledbetter, Charles Lemon, John Lencioni, L.C. Long, E.D. Lynch, Garth Mason, L.G. McCormick, Earl McCoy, Pietro Merlo, J.T. Merrell, Bob Meyers, D.F. Miller, Martin Mosley, Alfred Newman, J.L. Nickell, Elvin

Continued on next page

Oliver, Lester Olmsted Sr., R.J. O'Neal, Frank Parker, Arthur M. Parks, W.W. Pihlaja, Earl Pollard, Charles Potterville, C.J. Priddy, R.W. Queen, E.A. Ruch, J.A. Ryan, J.G. Salazar, Cecil Shackelford, James Slate, Clyde W. Smith, Wilbur Stamper, W.B. Story, A.G. Stuart, Howard R. Taylor, C.A. Thompson, Debs Thompson, William Vekas, Chester Verbeck, Roy J. Warren, R.L. Wells, J.E. Wilkerson and M.B. Wilkinson.

Photo 5: 30-year members were, front, James Copple, George Loubey, Mills Martin, Warren Wooley, M. Schowengerdt and William Miskiewicz. Second row, Glenn Wells, Charles Fowler, Chester Lange, Bill Collins, George Ashby and Bert Lanquist. Back row, Cecil Hollingsworth, Charles Potter, Ben Kutilek, Jim Francis, A.L. Turner and Dick Lesser.

Those not in attendance were, J.L. Arnold, Wallace Ball, E.C. Benson, William Berry, Walter Bixler, Elton Blake, Bill Callaway, Ralph Calkins, Wilburn Carpenter, J.F. Cason, J.L. Davis, Santos Del Rio, Orville Emory, Walter Esau, Phillip Foster, Sidney Gearllach, Donald F. Hitchcock, Lee Roy Hubbard, Lester Lancaster, R.S. Ledbetter, George Martin, Cecil Mauldin, Thomas McCarter, Leonard Merrell, Eugene Moss, Arthur Moulton, P.K. Nance, Curtis Nichols Sr., Floyd Pearl, Howard Pfenning, W.J. Pierce, E.J. Pippin, J.T. Preston, Franklin Quinn, Thurman Quinton, Derward Ray, L.V. Ruiz, R. Sabaloni, Robert Shaull, A.E. Smith, Earl Snellings, Ernest Travers, L.B. Valentine, Sam Vorhees and C.W. Weimer.

Photo 6: 25-year members were, front, G.W. Perkins, Vic Arriola, James McGahey Jr., Randy Swenson and C.T. Ramirez.

Second row, Wilbert Branch, S.E. Wiley, Dallas Hyde, H.C. Uecker and A.R. Thornburg.

Back row, John Coleman, Charles Ball, Ellis Gamble, Homer Hunt and Cliff Rhynes.

Those not in attendance were, Murl Abernathy, John Askew, S.W. Blackburn, Jack Burgess, William E. Davis, Voyce Dryden, Gary Erthal, Frank Fawcett, J.M. Gill, Archie Gregory, Ronnie Hamen, D.D. Harrison, J.F. Hoefar, John D. Holeman, Ray Hollibaugh, W.F. Hood, B.D. Hunt, Larry Kindell, J.J. King, John L. King, Powell Landry, Doyle Long, L.J. Lopez, E.C. Long, William Lyons, William Macgregor, Kenneth Mayhew, C.D. McDaniel, D.F. McNinch, R.M. Mierta, William R. Pengilley, William T. Peoples, Harry Potter, Charles Pridgen, Donald Raufman, W.P. Reed, Pete Schnieder, R.R. Schwebel, Gary Smotherman, Bennett Spencer, R.D. Tatum, Bennie Valadez, William Waller, James Weaver, M.V. White, Travis White and Wesley Wright.

BELLINGHAM, WASH.

Local 2071 recently honored members during its 50th anniversary and pin presentation party. H. Paul Johnson, Seventh District board member, presented pins and James Freeman, president of the Washington State Council of Carpenters, was the guest speaker.

Photo 1: Honored for 50 years were charter members Victor Sundseth, Arvin Olsen and Pete Lind.

Photo 2: 50-year member Eric Westman.

Photo 3: Members honored for 45 years were Charles Hudson and Elmer Ebergson.

Photo 4: Gilbert Isackson and Isaac Gould were 40-year members.

Photo 5: 35-year members, front, John Suedin, Dean Moors and Ruben Larsen.

Back row, Pete Zwyns, Norman Rudy, Martin Kalhorde, Harold Bame and Al Lamphier.

Photo 6: Honored for 30 years were Larry Winger, Gary Marshall, Hal Hamilton and Hal Dahl.

Photo 7: Pierce Molendyk, 25-year member.

Photo 8: 20-year members, front, Neely Noble, Bob Blow, Tom Hastings and John Davis.

Back row, Walt Wynne, Bill Reed, Wayne Krenz, Keith Winchell and Ralph Glopen.

Photo 1: Bellingham, Wash.

Photo 3: Bellingham, Wash.

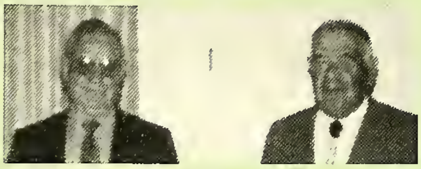
Photo 4: Bellingham, Wash.

Photo 5: Bellingham, Wash.

Photo 6: Bellingham, Wash.

Photo No. 2

Photo No. 7

Photo 8: Bellingham, Wash.

Photo 1: Pechaston, Wash.

Photo 3: Pechaston, Wash.

PECHASTON, WASH.

Local 2841 presented pins to its members during an awards banquet in October.

Photo 1: Lewis M. Langdon, 50-year member; Jack Dempsey, 50-year member; and Fred Green, 45-year member.

Photo 2: 40-year members were Henry W. Burger, Alden Radke, Arthur Carlson, Fred Radke, John R. Smith and Floyd Rayfield.

Photo 3: 35-year pins went to Troy Barnes, Leslie Thompson, Jerry Jeffries, John Ritch.

Photo 4: Members honored for 30 years were Edward B. Smith, Clyde Nelson, Alvin Widmer, John Williams, Marvin Radach, Dale Sasseen and Darrell Reister.

Members receiving pins but not pictured were 45-year members Victor Nelson and James Strong; 40-year members John Spurling and Earl Willsey; 35-year members Lynn Fox, Albert Hauff, James Lay, Rueben Schauer, Alvin Spies and Arlie Wall; 30-year members Ernine Ayer, Bud DeJang, Franklin Kerr, Robert Marion and Curtis Whistman; 25-year members John Baird, Royal Hiuthorne, Alvin Montgomery, Vinton Pearson, Albert Snyder.

Photo 2: Pechaston, Wash.

Photo 4: Pechaston, Wash.

WARWICK, R.I.

In the fall of 1987, Local 94 sponsored a dinner dance to celebrate over 100 years in the Brotherhood. Joining in the celebration were members of Local 342, 801 and 3086.

Service pins were presented to 1242 members having 20 years or more of dedicated service to the Brotherhood. This figure represents more than 50% of the total membership of the Rhode Island locals.

Photo 1: President William Holmes honored Jerome J. Kearney as the member present with the most years of service. Kearney, former business manager for over 25 years, is 82 and has 64 years of service.

70-year member, Felix Colovecchio, not shown.

65-year members included Noe Barrette, Bartholomew Brady and Henry J. O'Keefe.

Photo 2: 60-year members were Alphonse Barrette, Jerome J. Kearney, Edmond Shallcross and Eugene Turco.

55-year members honored but not shown were William G. Beattie and Henry A. Fortin.

50-year members, not shown, were Raymond B. Allen, Ernest J. Bachand, Everett Backstom, Albert Boisvert, Leon A. Brochu, Pasquale Centore, Lawrence W. Colvin, Lloyd B. Crawley, Albert Dallaire, Andrew Deboer, Frank H. Deegan, Joachin Gagnon, Ernest Gaudet, Joseph G. Gaudet, David A. Johnson, Eugene Lavarini, Aime A. Levesque, Carl A. Lindh Jr., Lemuel J. MacDonald, Frank A. Nigrelli, Theodore Provost, Eugene Rivard, Anthony L. Roberts, Antonio Salvo, Robert J. Sankey, Joseph Sculco, Wayland A. Smith and Roland Stanislaus.

Photo 3: 45-year members honored were Arthur Ahern, Jermiah E. Allen, Alfred A. Anderson, Joseph E. Anderson, Perry L. Appleton, Armand Aubee, Eugene Aubee Jr., Louis T. Babin, Edward T. Baker, Robert Baker, Edward L. Bamber, Auldis B. Barden, James A. Barter, Oeter J. Beliveau Jr., Ralph G. Benell, Gilbert R. Bengtson, Joseph Bernard, Arthur Berube, Thomas S. Betcher, Albert Bilodeau, Lucien Bilodeau, John C. Booth, Clyde F. Brousseau, Charles Budlong, Arthur W. Buxton, Walter H. Candelet, Antonio Capaldi, Arthur G. Carlberg, Clifford G. Chace, Wm. G. Gloutier, John C. Cook, Henry Cote Jr., Rolland Cote, Gerard M. Cournoyer, W. A. Courville, Napoleon W. Couture, Richard J. Curran, Emilio Dagostino, Antonio Damore, Salvatore Damore, Carl Danella, Henry A. Danesi, Robert C. Darling, Edwin R. Davis, Anthony De Bartolo, Anato A. P. De Cesare, Vincenzo De Cesare, Arthur A. De Jordy, Narzio Del Bonis, Augustus E. De Lomba, Ralph Del Vicario, Raffaelo Desimone, David A. Despres, John Di Cicco, Francesco Di Manna, F. Mario Di Mascio, Augusta Dionne, Philip Dirienzo, Stephen Di Simone, Edmund J. Dolan, Cornelius Donato, John F. Donnelly, James L. Dooley, Isadore Dorsi, Emile Doyon, Myron Duefrene, David L. Duff, Albert Duhaime Jr., David Edman, Thomas Egan, Harry Engle, Vincent Fandetti, Arthur J. Faubert, Wilfred Fontaine, Alfred Gagnon, Joseph A. Gaudet, Phillips S. Gavitt, Gaetano Giansanti, Frank Gingerella, Joseph Giordano, Joseph Govey, Wilfred A. Graham, Domenic Grande, Pasquale Grande, Russell Greenwood, William T. Greer, Albert C. Gremour, Giuseppe Grilli,Robert J. P. Grinnell, John G. Gustafson, Linnar Gustafson, John Heimola, Hohn Henningson, Albert Henry, Harold F. Holliday, Herbert Hollingsworth, Ernest M. Hopkins, John P. Hopkins Jr., John W. Jackson, Evert H. Jansson, John Joaquin, Sven E. M. Johnson, William Johnson, Thore Kindberg, Frank D. Kirby, Walter T. Koch, Mark A. Koerner, Herbert E. Krohn, Joseph P. Labbe, Joseph Lambert, Harry Lavallee, Francis J. Lavoie, Armand Lemay, Robert Leva, Raymond Leveille, Bernhard W. Linden, Stanley D. Lingard, Grafton Lingo, Walter O. Lofgren, Mederic C. Maguire, Raymond G. Malo, Vincent Mansolillo, Luigi Marsella, Francis J. Marshall, Henry Masse, S. Mastrangelo, Everett J. McCurdy, Vincent E. McCurdy, Elden B. McFetridge, H. J. Menoche, Michael R. Miale, Joseph Miozza, Howard Mitchell, Domenico Moio, John J. Morris, Charles F. Mullaney, Luigi Nero, Frederick Newton, Santo Nicosia, Ralph Notarianni, George W. Olson, Edward L. Paliotta, Walter A. Paliotta, William O. Patrick, Roy P. G. Pearson, Robert A. Peckham, Benjamin Peloquin, Raymond A. Peloquin, John J. Pendergast, Melbourne Phillips, Richard Pignataro, Manuel M. Pimental, Joseph Provost, Alli Quattrocchi, Santo Quattromani, Alfred Quattrucci, Joseph W. Rainville, Walter Raleigh Jr., Joseph C. Rewucki, Luigi Rivelli, Rene Rochefort, Ernest J. Romano, Earle Ross, Joseph A. Russillo, J. David Scanlan, Joseph Sienbad, Edwin L. Smith, Jose D. Sousa, Joseph Souza, Joseph Spremulli, Theodore St. John, Joseph A. St. Peter, Amos K. Strickland Jr., A. L. Szlatenyi, Gerald L. Talanian, Ernest Tella, Armand Tessaglia, Alfred J. Texeira, Adeoda R. Thibault, John Thibault, Maurice Thibeault, Howard L. Thurston, John G. Townsend, John Trotta, Charles Ulmschneider, Henry Valliere, Charles G. Vaughn, John E. Vigneau, Pasquale Voccio, Fredrick J. Weston and Adelbert A. Willis.

Warwick, R.I., Photo 1

Warwick, R.I., Photo 2

Photo 4: Members honored with 40 years of service included, Ernest Algiera, Guido Antocicco, Frank Archette, Michael Ayrassian, Steve Bernat, Vito Bevilacqua, Martin R. Blais, Thomas H. Blaney, Oscar Boyajian, Warren J. Bristow, Mervin H. Browning, Robert P. Caito, Ettore Caporelli, Paul A. Cardi, Luca L. Cardillo, John D. Cardosi, Arthur J. Carlson, Carl E. Carlson, Lester A. Carroll, Arthur W. Caruolo, Angelo Ceprano, Giles J. Collins, Henry J. Collins, Joseph Correa, Edmond P. Cote, Edward Crepeau, Gilbert S. Daniels, Charles J. Day, Anthony J. De Crescenzo, Henry De Crescenzo, Henry Del Angelo, William D. Danault, William J. Dionne, Kenneth J. Dodd, Joseph F. Duhaime, John P. Dutchover, Dean N. Elsheimer, Peter R. Ethier, Joseph Faillace, Michele Fandetti, John J. Fazio, Raymond A. Ferreira, Paul Forward, Eugene F. Fox, Herbert Frye, Samuel C. Gavitt, Eno J. Genga, Dante Gennari, Roy A. Gilbert, Napoleon Girouard, John Gomes, Antonio Grenga, Armand Hamell, Francis E. Hannifan, Joseph J. Hargrove, Robert Hayes, James Heatherton, Charles H. Higgins, Richard A. Hudson, Michael Idzick, Ambrose Izzo, Frederick Jenney, Clifton E. Johnson, John J. Keane, Albert N. King, Russell E. Knott, Alfred La Bonte, Albert Lagarto, Palmer Z. Lake, Gino Larotonda, Gerard R. Lavigne, Francis R. Leach Jr., Luigi Libutti, John Limerick, Maurice D. Lund, Vincent A. Manieri, Bennie Marandola, Luigi Marcoccio, James W. Marling, Mario S. Mattera, George J. McIntyre, Albert Meldonian, James Mello, Roland Monast, Frank A. Montalto, Manuel Morris, Thomas D. Morris, William J. Morris, Bartholomew Noonan, Rocco Papa, William Park, Leo L. Payette, Anthony F. Perry, Frank Petracca, Edmond R. Pistocco, Raymond Poole, Russell H. Pratt, Charles E. Pray, Joseph Procaccini, Daniel V. Radice, Leo A. Rancourt, Manuel A. Rebello, Joseph Rioux, Levi Robertson, Eugene E. Roy, Napoleon C. Roy, Querino Ruggieri, Robert Saladino, G. Santangelo, Joseph Saravo, James Sarganis, Milton L. Saunders, Paul W. Schulz, Frank Sciarra, Raymond L. Shappy, Joseph A. Silvia, Robert J. Smith, Kenneth A. Snyder, Anthony D. Sousa, Edwin E. Sparling, Paul Spendolini, Nicholas Spolidoro, Joseph R. Straight, Thurston H. Swanson, Joseph R. Thibault, Richard Tullson, Rudolph V. Rullson, Jean C. Turgeon, Charles B. Tyas, Albert Vandenberg, Elmer F. Wells Norman J. Westcott and Z. V. Whealton Jr.

Photo 5: Members honored with 35 years of service included Robert Akroyd, John Almeida Jr., Italo Alviti, Gilbert L. Amaral, Vito Amitrano, Edgar R. Arnold, Philip A. Aubin, Herman G. Autotte, Albert Babilewicz, Ezell W. Bailey, Roland F. Beliveau, Costanzo Bianco, Dominick A. Biello, Raymond Biszko, Richard D. Boiani, Robert H. Boldt, Whitney H. Brown, Christopher Browning, Thomas Caito, Manuel R. Capeto, Fredric N. Carlson, Raymond E. Chase, Remo E. Cicchelli, Pasco J. Ciliento, Gerard F. Cloutier, Russell F. Coates, Theo E. Coburn, Frank Coelho, Mark A. Conlon, Robert P. Cote, William M. Damore, John De Biase, Alexander De Fanti, Joseph De Rosa Jr., Nicholas P. De Sisto, Albert Di Donato, Frank Di Donato, Joseph Di Giovanni Jr., Anthony A. Di Orio, Sylvestor F. Dunning Jr., Norman J. Dusablon, John Evans, Aubrey C. Every Jr., Lu Divico F. Fabrizio, Emilio F. Favard, Joseph J. Ferranti, Archie M. Ferri, Joseph N. Finne, Thomas G. Gagnon, John Grace, Arthur R. Greenwood, Stanley Gustafson, Ralph C. Harrison, Albert Hockenhull, William C. Hopkins, Earl L. Houde, Alexander Houston, John Iannazzi, Louis A. Iavarone, Gordon E. Jackson, Allyn G. Jergensen, James A. Jolin, Lucien N. Joly, Albert G. Jutras, John Kerttula, John F. Kneeland, Walter P. Korkuc, Joseph Kyryliw, Carl W. Lagergren, James Landi, G. W. Lariviere, Raymond Leite, Rocco L'Europa, David D. Linde, James F. Loftin, Arthur

Loranger, Norman Marzano, Anthony C. Masciarelli, Ronald E. McCoy, Raymond F. McLaughlin, John J. Medeiros, Joseph J. Medeiros Jr., Richard S. Melvin, Antranig Mesrobian, Daniel Morris, Manuel R. Morris Jr., Donald N. Ouellette, Vincent Parente, Thomas J. Pascone, Morgan T. Paulson, Carl V. Pearson, John E. Pellegrino, Alpha J. Pelletier, Albert Peloquin, Harold H. Perlingiero, Victor D. Pernorio, Bernard E. Picard, Robert J. Poliquin, Stephen J. Preneta, James A. Reilly, Peter J. Richard, Bernard Rinn, Joseph T. Rocchio, Edward Rotondo, Henry Rotondo, Roland J. N. Roy, William H. Schmidt, Americo Serrecchia, Joao Silva, Joseph R. Silvia, Charles Sinksen, Thomas P. Smith, William E. Snell, Joseph B. Sousa Jr., Phillip Stafford, Charles W. Steere, Stanley E. Stinson, John W. Studley, John Suarse, Otto Swanson, Americo Tagliaferri, Normand Talbot, Victor Taraborelli, William M. Taraborelli, Ernest O. Tessier, Louis A. Testa, John B. Thell, George J. Thibault, James M. Tilley, Arne Tower, Arthur Travers, Salvatore Ursini, Arthur M. Vick Jr., William L. Vick, Edward J. Walach, Patrick H. Waters, Clarence C. Williams Jr., Donald J. Wolslegel and Edward Zariczny.

Photo 6: 30-year members honored were Michael A. Abatecola, Edward J. Abbenante, Henry C. Aguiar, Donald O. Anderson, Oliver Barrette Jr., Rene Barrette, James W. Barter, Roger G. Beaulieu, Roland L. Bibeault, Albert D. Blier, John J. Bonn, Raymond J. Boudreau, Samuel Boyajian, Chris T. Brassill, Eugene L. Brownell, Gilbert R. Burger, Palmerino Caccia, Michael Cacicio, Melvin D. Cameron, Raymond Cameron Jr., Everett J. Campbell Jr., Paul P. Campopiano Jr., John H. Chaffee, John A. Cimorelli, Richard A. Ciullo, Earl T. Corbett, Adley W. Correia, Herman M. Correia, Joseph Cotoia, Ernest J. Creati, Vincent De'Angelis, John R. Delpadre, Fernando A. DeRamo, Archie A. DiNucci, Henry T. Donnelly, Gilbert E. Duhaime, William J. Dupont, Eugene R. Elshant, Frank Ferendo, Ralph H. Fishbein, Herbert C. Fisk, Frank Flowers, Vincent Folco, Richard E. Forsyth, John J. Fox, Frank Francese, William L. French, John R. Furtado, Frank H. Gabel, Thomas L. Gallagher, Manuel Garcia, Hugo C. Genga, John C. Genga, Ernest Gouin, Conrad Greb, Russell P. Gremour, Arthur F. Griser, Leo Gua, Albert N. Heron, Herbert F. Holmes, Ernest A. Jacolucci, Carl G. Johnson, Philip Judge, James F. Keneally, Lloyd R. Knowles, John A. Kolin, Joseph N. Laliberte, Edmond T. Langlois, George Larotondo, David J. Leckie, Alcide J. Lessard, Anthony Leuropa, Loreto Leuropa, Joseph Littlefield, Luigi A. Lombardo, George Lopes, Charles Manoogian, Claudio M. Marasco, Moise F. Marcet, James G. Maron, Frank Marrapese, Fredrick A. Mason, Vincent D. Mattera, Elbert S. Mavel, Robert T. Mellor, Ramon M. Menendez, Domenic M. Mollicione, Leonard E. Moore, Richard Morrissette, Arthur F. Mulvey, Eomenic A. Napolitano, Joseph E. Oliver, Alfred A. Pascale, George J. Perry, Larry Petrosinelli, Joseph S. Petrunic, Michael Pezza, Joseph Piti, Normand L. Plante, Gordon G. Potter, Ernest C. Quarry, Anthony Rafanell, George M. Rao, Durward B. Reeves, Henry Rego, Joseph A. Ricci, Joseph G. Rivard, Joseph A. Rodericks, William J. Rose Jr., Guido B. Ruggieri, Donald R. Sankey, Salvatore Sepe, Reginald F. Sherman, William A. Silvia, Edward G. Sinkoski, Thomas A. Spiridiglizzi, Walter W. Stewart, William E. Stratford, Everett A. Studley Jr., Amodeo Tella, Raymond Testa, John P. Trojan, Dennis Veader, John B. Vicario and Manuel R. White Jr.

Photo 7: 25-year members honored were, George Aguair, Manuel P. Aguair, Roland P. Boisclair, Stefan Bokor, Emile J. Boutin, Leo J. Breault, Joseph M. Broody, Arthur G. Brown, Joao Cabral, Manuel S. Cabral, David A. Caldwell, Ferdinando Canale, Amthony Caputo, James R. Calson, John D. Carr, John Edward Carr, Antonio E. Carrier, Dickens Chakuroff, Ronald Charves, Raymond Cherry, Paul P. Clark, Guiseppe Colella, Ronald Correa, David A. Corsetti, Gaetano Corsetti, John F. Crudele, Joseph Damico, Rocco D'Angelo, Joao F. Dasilva, Ronald DeFrancesco, George F. Delemontex, John E. Delpha, John C. Desisto, Dirkrani D'Ginguerian, Pasco DiBiasco, Domenico DiFolco, Joseph W. Dionne, Charles Donato, Arthur J. Dorsey, William Forward, Francis Furtado, Charles A. Giblin, Anthony J. Greco, Arthur R. Greenwood, John C. Guild, Arthur A. Hinze, Donald Ibbotson, Norman Jacques, Conrad A. Johnson Sr., Lloyd G. Johnson, Robert E. Johnson, Norman Kettelle, Myron E. Kuzirian, Joseph A. Lacroix, Ronald A. Lagarto, Mario A. Laposta, Victor Larotonda, Vittorio R. Lauro, William J. Leach III, Robert S. Leydon, Raymond H. Lord, Albert R. Lusignan, Norman R. Lusignan, Ronald M. MacDonald, Joseph L. Machado, Frederick Mancini, Mario J. Manfredi, Harold A. Marchant, George Marocco, Tiny Martin, Thomas E. Maziuk, John W. McNulty Jr., Joseph R. Medeiros, Howard Mitchell Jr., Henry J. Monast, Nicholas E. Moschetti Jr., Edward E. Nadean, Raymond J. Osga, Omer J. Palardy, Edward E. Parise, Peter P. Pascale, John Pedro, Thomas Perlingerio, Leo Perrotta, Mario A. Petracca, Fred Piscopiello, John Pitocco, Rosario Previte, Manuel F. Ramos, Manuel C. Rego, Warren H. Rice, Gery B. Robberson, Joseph H. Roberti, Rudolph Ruggieri, Gerard J. Sauvageau, Alfred D. Savoie, George Schwenk, John Scott, Frank Shaltz, Charles W. Sidelinger, Joseph G. Silveira Jr., Antone J. Silvia, Jaime D. Simas, Frank A. Sinapi, Earl R. Smith, Robert G. Smith, Thomas Smith, Robert M. Sormanti, Albert T. Spicuzza, Normand Tanguay, Henry J. Tardie, Alberto Tedeschi, Samuel Terranova,

Continued on next page

Warwick, R.I., Photo 3

Warwick, R.I., Photo 4

Warwick, R.I., Photo 5

Robert B. Tiley, Frank V. Toti, Ralph G. Toti, Robert F. Tremblay, William Troll, Edward M. Turnquist, Herbert P. Vieira, Frederick J. Vogelaar, Robert P. White, Thomas A. Wood, Frederick H. Woolhouse, Raymond P. Young Jr. and Theodore Zarrella.

Photo 8: Members honored for 25 years of service included Angelo Acciaiolo, Ralph Albert, Joseph C. Allen, Manuel Alvernaz, Alfred L. Amaral, Robert Amarantes, Kenneth E. Anderson, Wendell M. Anderson, Anthony Andrews Jr., Arthur Angolano Jr., Dennis J. Antunes, Frank C. Arabian Jr., John Arcuri, Guisti R. Aucone, William Barboza, William F. Barr, Joseph W. Barreira, Raymond N. Barrette, Robert Barton, Kenneth Battersby, Ray Beauchaine, David J. Beauchaine, Richard A. Belanger, William E. Bennett, Louis B. Bernier, Joseph A. Berube, Richard E. Bessett, Alfred Bettencourt, Louis Bifulco, Donald A. Blair, Robert Blanchette, John A. Botelho, Joseph Botelho, Charles N. Botka, Alfred D. Boucher, Maurice E. Boucher, Robert T. Brabant, Bernard C. Brennan, Frederick R. Brocchi, Antimmo Broccoli, George J. Bruno, Albert A. Bucci, Robert Buttie, Dennis C. Cabral, Domingos C. Carbrol, Edward R. Cabral, Herbert G. Cahoone, Albert Calcagni, Franklin J. Camara, Joseph R. Camara, Antonio Cambio, Frank L. Capobianco Jr., George L. Cardoza Jr., Robert L. Carey, Eugene S. Carpenter, Joseph H. Carpenter, Robert J. Casey, John A. Castaldi, David R. Cazzarro, Anthony J. Celona, Domenic Cerullo, Robert E. Champagne, Richard C. Chappel, John V. Chaves, William Cheshire Jr., Robert E. Childress, Wayne F. Chown, Peter P. Clark, David J. Cloutier, Ronald W. Cloutier, Edward Colvin, Valerie J. Comeau, Clarence G. Cook, Frank M. Corey, Alfred Correia, Raymond Correira, Louis A. Corsetti, Louis Cotoia, Paul Cotoia, Theodore J. Coucil, Paul Courville, Nicholas Croce Jr., Daniel Croteau, Gil S. Cruz, Anthony G. Curreri, John N. D'Angelo, Raymond F. Davis, George A. Declercq, John W. Delon, Eugene Deluca, Joseph N. Demarco, Frank P. Depalo, Donald C. Depardo, Anthony Dichiaro, John E. Dicicco, Joseph Difrenna, George A. Dionne, John C. Docouto, Peter P. Docouto, John C. Donahue, Robert W. Donatelli, Eugene P. Dow, Robert J. Drohan, Raymond E. Dubois, Guy H. Dufresne, Edward A. Eklof, Harold R. Ekno, Raymond Enos, Gaetano Fazio, Fred J. Forczyk, Bertrand R. Gauthier, Richard Giguere, Robert C. Glover Paul Goffuri, Albert Grande, Paul A. Graves, David Greenberg, Robert M. Gross, Steven J. Grycell, Robert J. Guevremont, Richard J. Haile Jr., Curtis Hartman Jr., Raymond G. Hattoy, Lee W. Head, Ernest G. Hicks, Paul F. Hogan, John B. Hopkins, Richard Houle, Gerald F. Hupf, Robert H. Hutchins, Felix Iannella, William J. Imondi, William H. Ingram, Robert J. Izzo, Richard E. Jansen, Edmond H. Jarvis, William F. Jemery, Richard E. Jutras, Edward G. Kaye, George R. Kaye Jr., Granville Dennemore, Donat J. Labrie, Palmer Z. Lake Jr., Norman Lamoureux, Wilfred Lander, Maurice Landry, Albert Laplume, Joseph S. Larisa, Ralph H. Larson, Cilvino G. Lemos, Frederico I. Lemos, Dean W. Lenling Jr., Maurice L. Levesque, James E. Lewis, John J. Lewis, Edward J. Lheureux, Francis Lima, Frederick G. Limoge, Jose M. Lindo, Ernest V. Lisi, Frank A. Litterio, William A. Livingston, Richard M. Loffredo, Edward T. Lopes, Charles W. Lovegreen Jr., Joseph P. Macedo, Russell O. Mack Jr., Walter A. Magiera, Dennis Maher, James E. Maher, Pasquale A. Mallozzi, Joseph P. Mancini, John Mandarini, Kenneth C. Marcet, Anthony R. Marra, Anthony L. Marsella, Elliott L. Marchall, Philip F. Martin, Anthony F. Mazza, Joseph F. McDermott, Michael McKnight, Antonio Medeiros, George Mello, Robert J. Mencunas, Moretti T. Michall, Robert D. Mignanelli, Thomas P. Miranda, John L. Moniz, Manuel S. Moniz, Edward C. Monjeau, Stewart W. Moody, Steven H. Morgan, Wayne C. Morris, Richard Mowry, Lloyd A. Munroe, Lawrence H. Nelson, Arthur Newton, Michael A. Norbury, Daniel Notargiacomo, Armindo M. Nunes, James P. Oneil, Harold G. Oscarson, Richard A. Pacheco, Anthony J. Palombo, Raymond J. Pariseault Jr., Bengt A. I. Pearson, Wayne L. Peckham, Normand P. Pelletier, Joseph M. Pereira, Joseph Perry, Bruce L. Peterson, Raymond Petrarca, Harold L. Phillips Jr., Frederick M. Pierce, George D. Pike Jr., Girard J. Pincins, Benjamin Placido, Raymond J. Pojda, Charles E. Pray Jr., Joseph W. Prete, David B. Rainville, Garry A. Randall, Rex H. Rathbun, Chester R. Read, Alfred Renzi Jr., Paul R. Riole, John H. Robertson Jr., James Roderigues, Richard P. Roderigues, Manuel F. Rodrigues, Richard E. Rossi, Charles A. Roy, Guido L. Rozzero, Louis Ruggieri, Salvatore Ruggiei, Kenneth R. Salisbury, Robert C. Sammartino, Peter J. Sangermano, Howard G. Sankey, Erment Santaniello, John F. Santaniello, Joseph Santos, Gino A. Satti, Eugene J. Schreiber, Reinor Schwarz, Pasquale A. Scungio, Stephen P. Sevigny, Richard J. Sheridan, Melvin H. Sherman, Dionisi S. Shola, Raymond F. Silva, John D. Silveira, Frederick J. Silvia, Ronald R. Silvia, William H. Silvia, Nicholas P. Simeone, Pietrangelo Simeone, Anthony G. Sinapi, James E. Sirano, Anthony V. Siravo, Arthur A. Slader, John J. Slinko, Alvin Smiley, George L. Smith, Jose C. Soares, Edward V. Soccio, Herbert E. Soresen, Joseph P. Sousa, William Souza, Anthony T. Spero, William E. St. Denis, Omer J. St.'Laurant Jr., Donald P. Stoeckel, George H. St. Vincent, Kenneth F. Suranie, James J. Sylvia Jr., Joseph A. Tellier, Gerald Tirocchi, Bernard F. Tracy, Benjamin C. Tundis, Anthony G. Uriati, Rocco N. Uriati, Louis A. Vaillancourt, Henry E. Velleca, Joseph Vento, Michael Villella, Bendetto A. Volpe, Howard W. Walton, John E. White, Eino M. Wiitala, William C. Williams and Walter F. Young.

Warwick, R.I., Photo 6

Warwick, R.I., Photo 7

Warwick, R.I., Photo 8

Local 345 member pleads case for Indian graves

Native American Indians are calling upon labor unions for help in preventing the destruction of Indian burial grounds, according to Jack G. Phillips, a Cherokee-Creek Indian and a member of Carpenters Local 345, Memphis, Tenn.

Phillips

"Few Americans seem to understand that an Indian mound is a national historical site," says Phillips. "Indians all over America are calling attention to the fact that 'pot hunters' are stealing artifacts from Indian graves and that flea market operators are now selling Indian artifacts and body parts."

Phillips suggests that local unions can help to stop land developers who indiscriminately order Indian mounds destroyed without consideration of the fact that, for native Americans, these mounds are sacred ground.

The Memphis member notes that, in his area, six Indian mounds judged to be 500 years old and surrounding trees 400 years old were destroyed to make way for a duck pond beside a modern office building.

As most of our readers know, construction cannot begin on many major construction sites today until environmental impact studies are made and/or archeological studies determine that historical data and artifacts are not lost below the buildings to be erected. In North America, and in other parts of the world, archeologists are extending mankind's early history back for centuries. Egyptian mummies and the bones of early cavemen have been unearthed in the search for knowledge. The history of North American Indians, likewise, has been extended back thousands of years through archeological diggings.

Phillips' concern and the concern of hundreds of thousands of Americans of Indian ancestry is that construction firms and land developers recognize the religious significance of Indian burial grounds, and keep the flea market "pot hunters" and amateur grave robbers away while civil and Indian authorities determine appropriate future actions.

Homebuilders combine tool functions to create ULTIMATE POWER TOOL

The question was, "If you could create the ultimate power tool, what would it be?"

The answers called for an engineer of Rube Goldberg's genius.

However, even the late legendary conceiver of the world's most complicated machinery might have been hard-pressed to design the power tools suggested by the nation's homebuilding tradesmen in a survey sponsored by Ryobi America Corp., a power tool manufacturer.

Imagine, for example, the engineering feat of creating a combination circular saw, drill, belt sander, pad sander, router, miter saw, planer and radial arm saw. Yet several of the builders thought it would be an ideal addition to their tool inventories.

The "simpler" combination of a drill, pad sander and circular saw was sought by some of the homebuilders. Of course, it would be preferable in a cordless model, said one respondent.

Besides Goldberg, if power tool manufacturers decided to build these wonders, the firms also may need to retain Isaac Asimov, the noted science fiction writer. Several homebuilders wanted to see various computerized and robotized tools, including a computerized miter saw and a robotic built-in cabinet maker.

Many of the homebuilders said they would like to take the air right out of nail guns by making them battery operated. Relatedly, nails placed by this fantasy tool could be removed by an automatic nail-pulling machine that one surveyed builder wanted.

Yet some of the 114 respondents to the Ryobi poll, taken during the 1988 National Association of Home Builders Convention in Dallas, provided serious answers to the search for the ultimate power tool. One homebuilder wanted to see a radial arm saw that would always stay aligned. Another perceived a need for a table saw that tilted for right and left bevel cuts. A third suggested a miter box that compounds two ways. One power-hungry builder desired a large-volt yet lightweight cordless drill that would run for hours.

"Actually, several of the power tools described by the homebuilders are on the drawing board already," said Mike Clancy, director of marketing at Ryobi America. "After all, who would have dreamed 10 years ago that today one could purchase a portable radial arm saw or a cordless reciprocating saw?"

However, as imaginative as the respondents became with their ideas, only one respondent suggested a power tool totally impossible to make. His ultimate tool? "A free one."

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IN MEMORIAM

The following list of 1,103 deceased members and spouses represents a total of $2,017,333.59 death claims paid in March 1988; (s) following name in listing indicates spouse of member.

Local Union, City

1 **Chicago, IL**—Charles Edward Stade, Italia Mary Bombicino (s).
2 **Cincinnati, OH**—Donald E. Hopkins, Elmer F. Steeley, James H Parrott.
3 **Wheeling, WV**—Harold S. Junkins, James Manford Myers.
5 **St. Louis, MO**—Francis H. Zeller, Harry S. Callahan.
7 **Minneapolis, MN**—Fredrick Joseph Heurung, Theodore Hamilton.
8 **Philadelphia, PA**—James Hawco, James J. Donahoe, Joseph Burns, Mark P. Foley.
9 **Buffalo, NY**—Agnes E. Prickett (s), Frank Radomski, Jackey C. Wulf.
10 **Chicago, IL**—Eva F. Barnard (s), Stanley F. Tomczyk.
11 **Cleveland, OH**—Rose Marie Scimone (s).
12 **Syracuse, NY**—Leonard Douglas Walter.
13 **Chicago, IL**—Charles Boardman, Ella Larsen (s), Fritz H Hornstrom.
14 **San Antonio, TX**—Alonzo J. Grunewald, Hortense S. Wilkins (s), Walter J. Thomas.
15 **Hackensack, NJ**—Albert Cielo Jr., Carl G. Lagerstedt, Ernest M. Piton, Lutz Peter Schwevers.
16 **Springfield, IL**—Chester Patton.
17 **Bronx, NY**—Carl T. Melillo, Juan Ramon Luciano, Lauri A. Halonen, Lothar E. Hoffmann, Mary Poloso (s), Stephen V. Gabriel.
18 **Hamilton, Ont., CAN**—William Rodger Gemmell.
20 **New York, NY**—George Kittelsen.
22 **San Francisco, CA**—Amos Cendali Jr., Charles Benjamin Ware, Eugene Medina, George Arras, George Harold Winsted Sr., Harry Soogian, Helen Donaldson (s), Otto L. Suter, Patricia Hoem (s), Patrick Kelly, Pete Costanzo, Roland B. Davis, Samuel Henry Hansen, Signe Hallberg (s), Violette Bernice Loswick (s), Walter A. Isaeff, William Murphy.
23 **Williamsport, PA**—Joseph C. Scisly, Leo S. Turofski, Lloyd E. Clark.
24 **Central, CT**—Anthony Criscuolo, Charles Aleksinas, Clara Mae Pellergrino (s), Ernest J. Larsen, Gertrude Libby (s), Gustave Werner, Ivan M. Rose, Vincenzo Matassa, Wesley A. Garthwaite Sr.
27 **Toronto, Ont., CAN**—Richard Benallick.
28 **Missoula, MT**—Elmer C. McGee.
31 **Trenton, NJ**—Dorothy Schaefer (s), Leo J. Nebbia.
33 **Boston, MA**—Jorge Palmarin, Saul H. Crocker.
36 **Oakland, CA**—Charles Byars, Clifford Porter, Eugene A. Freije, Flourney Sheppherd, Franciscus Johannes Kemperman, Joseph J. Ludwig, Lola L. Okey (s), Richard C. Cade, Simon Jones Jr.
38 **St Cathrns, Ont., CAN**—George Pollock.
40 **Boston, MA**—Axel Lund, Frederick D. Jonas III, Frederick W. Watt, Marie Katherine Olsen (s).
42 **San Francisco, CA**—Kurt Paul Kuhnle, Marion Srdoc, William B. Hartig.
43 **Hartford, CT**—Claudius Fishley, Magdalen Fitzsimonds (s), Rocco Graziadei.
44 **Champaign & Urbana, IL**—Charles Martoglio.
47 **St. Louis, MO**—Austin Ryther, Vernon Lee Combs.
48 **Fitchburg, MA**—Frank Debettencourt Jr., Joseph Gionet.
49 **Lowell, MA**—Eugene Sawyer.
50 **Knoxville, TN**—Lillian Martin (s).
51 **Boston, MA**—Bronislaus Karnickis, Edward J. Flynn.
53 **White Plains, NY**—Antonio Diceglie.
54 **Chicago, IL**—Clyde Redmond, Walter Schwebl.
55 **Denver, CO**—Mary Sundine (s), Ralph J. Chumley Sr., Richard T. Adams.
58 **Chicago, IL**—Alex B White, Ernest A. Enberg, Walter H. Schillinger.
60 **Indianapolis, IN**—Carroll Dwaine Mann, Elizabeth Joan Young (s), James M. Castor, Omar H. Burton, Sandra Jean Light (s).
61 **Kansas City, MO**—Coin H. Roberts, Ernest P. Westervelt, G. Edgar Pratt, Helen Virginia Whitt (s), Walter W. Bremer.
62 **Chicago, IL**—Donald P. West, Leland R. Brown, R. Christopher (s), Ralph Q. Jones Jr., Robert E. Larson.
64 **Louisville, KY**—Herschel B. Sedoris Sr., Thatchat Bacon.
65 **Perth Amboy, NJ**—Edward Zajewski, Frank Michalowski.
67 **Boston, MA**—Mary E. Scanlon (s), Samuel Albaro, Wallace R. Ross, William A. Sellon.
71 **Fort Smith, AR**—Estil Eldon Bing Sr.
74 **Chattanooga, TN**—Howard Goodwin, James Arnold Lethco, Wilburn L. Cagle.
77 **Port Chester, NY**—Peter M. Pastore.
80 **Chicago, IL**—Charles Rheberg, Nicholas Gleboff, Walter F. Ligocki.
83 **Halifax, NS, CAN**—Lowell William Boutilier, Paulinus G McDonald, William B. Wentzell.
85 **Rochester, NY**—Arthur S. Reid, Charles Dangler, Charles J. Scorsese, Frederick A Jay, Joseph D. Fili, Joseph Villareale.
87 **St. Paul, MN**—Allen Shields, Arthur Carl Wagner, Frank S. Halverson, Ruth R. Raschick (s).
89 **Mobile, AL**—Albert L. Woods, C. B. Leo Weaver, Clarence Cecil Collum Sr., James Bennett Bush, Osborne B. Guinn.
90 **Evansville, IN**—Alyne Faye Seaver (s).
94 **Providence, RI**—Albert Henry, Dominick A. Biello, Earl Richard Smith, Eugene Rivard, Genevieve Jansson (s), Joseph Bernard, Paul Forward

Local Union, City

98 **Spokane, WA**—Thomas J. Mahoney.
100 **Muskegon, MI**—John Southland, Lewis Prelesnik, Lyle Hilden.
101 **Baltimore MD**—Edward W. Cranston, John C. Kaspar, Joseph Welkie, Pearl G. Bryant, Ruth Thatcher (s), Vaughn W. Bossom.
102 **Oakland, CA**—Bruce White, Carl B. Brooks, Elmer Crawford.
104 **Dayton, OH**—Dewey D. Murray, Opal Mae Howard (s), Sylvester T. May.
105 **Cleveland, OH**—Ivar H. Johnson, Joseph M. Lanese, Lee M. Bush Sr., Nils Gustav Nelson, William L. Boso.
106 **Des Moines, IA**—Jesse J. Dierberger, Martha Loraine Hutson (s), Veldon Luverne Haynes.
111 **Lawrence, MA**—Charles Seubert.
114 **East Detroit, MI**—Carvel Glen Wood, Edward J. Camps, Wallace Alexander.
118 **Detroit, MI**—Albin Alfvegren, Arthur A. Earl, Charles Kavan, Charlie Powers Sirls, Daniel Darin, John Lafferty, Lewis F. Swarthout, Ludwig Buttkewitz, Norman J. McLeod, Vera Thorley (s), Wallace E. Tuomisto.
120 **Utica, NY**—Herbert J. Schrader, Mary T. Coleman (s).
121 **Vineland, NJ**—Jacob Mattle.
122 **Philadelphia, PA**—Anton Schmidt, Fortunato J. Leonetti, Patrick McDermott, Stanley Stalmach, Walter Stoczko.
123 **Broward-County, FL**—Carlton F. Patton, William E. Wakelyn Sr.
125 **Miami, FL**—Arthur H. Jones, Elliott M. Burns, Elzie L. Mitchell, Joseph Harmonay, Louis A. White, Louis W. Farley, Sam R. Harrison, Stanley G. Swartz, Wilford M. Goode.
127 **Birmingham, AL**—Joe Robert Brown, John M. Smith.
130 **Palm Beach, FL**—Helen Rose Dickison (s).
131 **Seattle, WA**—Bud A. Wasson, Edward C. Merriman, Fred Leroy Teagar, Joyce Kvernenes (s), Leonard H. Schader, Louis McFarlin, Otto A. Johnson, Theodore F. Pacholski, Trygve Fiksdal.
132 **Washington, DC**—Earl W. Noel, Frederick Blankenship Sr., Marvin Tulgetske, Vernie V. Carlson (s).
133 **Terre Haute, IN**—Paul Ladika.
134 **Montreal, Que., CAN**—Arthur Longchamp, Joseph Louis Beauregard, Nicolas Mysiw, Rene Dusseault.
135 **New York, NY**—Puary W. Rissmiller, Sam Fuller.
140 **Tampa, FL**—Alice R. White (s), Cyril Meadow, Victor G. Caputo.
141 **Chicago, IL**—Inga Nelson (s), Raymond A. Schuemann.
142 **Pittsburgh, PA**—Andrew Kizik, Dominick Janflone, Nellie E. Anthony (s).
149 **Tarrytown, NY**—Ernest Behrens.
153 **Helena, MT**—Lewis C. Kramp, Stanley V. Magnuson.
155 **Plainfield, NJ**—Kenneth Truesdale, Richard B. Snowden.
161 **Kenosha, WI**—Herman George Grotjahn, Leonard F. Chevalier, Wilfred Bartel.
162 **San Mateo, CA**—Kenneth A. McCallum.
166 **Rock Island, IL**—Clarence R. Tschillard, Jack V. Connors Sr., Thelma M. Pease (s), Willis Emery Wood.
169 **East St. Louis, IL**—Albert Alexander, Amos Cherry, Edward Tonies, Wilmar R. Peinetti.
171 **Youngstown, OH**—Robert S. Dahlgren.
180 **Vallejo, CA**—John H. Wenger.
181 **Chicago, IL**—Harold L. Kloss, Hjalmar Henrickson, Wilhelm Martin.
182 **Cleveland, OH**—Louis C. Ambrose.
183 **Peoria, IL**—Albert W. Gresak, Bessie E. Ely (s), Elwood V. Kimberlin, Lydia Mathis (s), Lyman E. Mangold.
184 **Salt Lake Cty, UT**—Alton D. Leak, Desmond W. Ricks, Elvin H. Molema, Ruth H. Ward (s).
185 **St. Louis, MO**—Frank H. Hoffman.
187 **Geneva, NY**—John R. McKeever.
188 **Yonkers, NY**—Fred D. DeFilippo.
189 **Quincy, IL**—Herman J. Kemner.
191 **York, PA**—David S. Heindel, Kenneth K. Keller.
195 **Peru, IL**—Sigurd Leroy Kjellesvik.
199 **Chicago, IL**—Caroline Ann Garant (s), Edward H Skibinski, Hartvig Hansen.
200 **Columbus, OH**—Annette A. Stanley (s), Edwin B. Steiner.
201 **Wichita, KS**—Lawrence E. Parks.
210 **Stamford, CT**—Edward Danks, Frank Lusardo, Howard W. Anderson, Joseph G. Kovacs, Joseph V. Palumbo, Lillian M. Kortge (s), Sadie Ede (s).
211 **Pittsburgh, PA**—Franklin D. Stefko.
215 **Lafayette, IN**—Roscoe E. Sledd.
218 **Boston, MA**—Elijah Mercer, Frank Melaragni.
223 **Nashville, TN**—Allie Ferrell Alexander (s), Charlie Brooks Yahr, Charlie Sammie Parker, Victor H Wall, Willie Huston Cripps.
225 **Atlanta, GA**—Arthur W. Kelley, Carey Claude Crawford, Horace Jerry McCurry Jr., Jack Alvin Lynn, John James William Glenn, Joseph T. Sosebee, Joseph Thompson Shupe, Mattie Beulah Estes (s), Otis L. Smith.
230 **Pittsburgh, PA**—John A. Plecenik, Martin G. Baker.
232 **Fort Wayne, IN**—Eugene Byers, Helen Marie Hack (s), Joseph Brandenberger.
235 **Riverside, CA**—Joe E. Valdez, Roy L. Wysong.

Local Union, City

242 **Chicago, IL**—Donald W. Taylor.
244 **Grand Jct., CO**—Etta Eddy (s).
246 **New York, NY**—Joseph Nagenrauft.
247 **Portland, OR**—Barbara C. Thomas (s), James H. White, Peter Braaten, Robert J. Brady, U. Jay Franklin Coats.
248 **Toledo, OH**—Thomas F. Schaub, William C. Green.
250 **Waukegan, IL**—Carl J. Iversen, Evelyn Molidor (s), Jack C. Cimbalo, John Hansen, Joseph Godonis, Stella E. Michell (s).
252 **Oshkosh, WI**—Leo A. Wizner.
254 **Cleveland, OH**—John Williams.
257 **New York, NY**—Francisco Morales.
258 **Onennta, NY**—Walter H. Elliott.
260 **Berkshire Cnty., MA**—Theophile Paluch.
261 **Scranton, PA**—William Callahan.
262 **San Jose, CA**—Albert Camicia.
264 **Milwaukee, WI**—Alfred Schinker, Clarence Heilmann, George Rampalski, Henry Kassens.
265 **Saugerties, NY**—William J. Schatzel.
267 **Dresden, OH**—Hazlett A. Dailey.
275 **Newton, MA**—Alton J. Flanders Jr., Frank W. Johnson, Malcolm H. Budd.
278 **Watertown, NY**—Dalton F. Burd, Earl E. Blackwell.
280 **Niagara-Gen&Vic, NY**—Gerald Johnson, Orlin J. Chase.
281 **Binghamton, NY**—William R. Alling.
283 **Augusta, GA**—George Leon Matthews.
287 **Harrisburg, PA**—Earl L. Murray, Ronald D. Beane.
295 **Collinsville, IL**—Cletus A. Grebel, Jane E. Mersinger (s).
296 **Brooklyn, NY**—Anton Okerblad, Ida Goldwasser (s), Sidney Wieder.
297 **Kalamazoo, MI**—Gerald Linius Paauwe, Jack Lester Goble.
306 **Herminston, OR**—Marvin C. Laughlin.
310 **Wausau, WI**—Robert C. Nitzsche.
314 **Madison, WI**—Kenneth R. Weitzel, Norbert A. Habermann.
316 **San Jose, CA**—Darrell G. Driskell, George M. Meleen, Jose Moragues.
320 **Augusta, ME**—Napoleon Paul Dulac.
324 **Waco, TX**—Robert Ray Davis.
329 **Oklahoma City, OK**—Carley B. Fentress, Clifford R. Massengale, Edwin P. Short.
334 **Saginaw, MI**—Donald Trudell, Elmer J. Bouvy, Ernest Metevia, Vern M. Debolt, William A. Campbell.
338 **Seattle, WA**—Emma Martin.
340 **Hagerstown, MD**—Daniel A. Martin, Wesley F. Schaeffer.
342 **Pawtucket, RI**—Alcide Desrochers.
344 **Waukesha, WI**—Andrew J. Miller, Walter Czubinski.
345 **Memphis, TN**—Charles S. Klipsch, J. R. Thurman, Lewis Elba Clark, Lewis N. Williams
348 **New York, NY**—Albert Buettner, Anunziata Murolo (s), Delores Callace (s), Jesse James Kearse, William Severin.
357 **Draffenville, KY**—Clifton Travis, Lorraine Murff (s), Raymond Paris, William Wood Shemwell Sr.
359 **Philadelphia, PA**—Anthony P. Sliva.
361 **Duluth, MN**—Fredrick Drechsler.
363 **Elgin, IL**—Paul M. Peterson.
369 **N. Tonawanda, NY**—Loren W. Beasor, Roger L. Pilon.
370 **Albany, NY**—Fortune Cicero, Howard K. Prescott, Patsy Varriale.
374 **Buffalo, NY**—Lloyd George Zimmerman, Sirio A. Celli.
377 **Alton, IL**—Wilbert W. Edler.
388 **Richmund, VA**—Claude Broussard, Floyd Edward Pack, John C. Chiarky, Martha Beattie McGrath (s).
393 **Camden, NY**—John T. Sadesky, Michael Vernamonti, Yvonne L. Hill (s).
400 **Omaha, NE**—Charles Edgar Deaver, Clarence A. Benson, Frank J. Slama, Jr., William E. Halley.
403 **Alexandria, VA**—Guvie S. Thornhill.
404 **Lake Co, OH**—Joseph J. Ziegler, L. Geraldine Carver (s).
410 **Ft. Madison & Vic, IA**—Donald H. Long, Loren Omar Foster.
413 **South Bend, IN**—Gordon J. Schock, Roy R. Gilmer.
417 **St. Louis, MO**—Charles Leo Moses, John W. Muldoon.
422 **New Brighton, PA**—Walter Hunt, Jr.
424 **Hingham, MA**—Edward G. D. MacDonald.
429 **Arlington, TX**—Bobby G. Hodges, Henry H. White, Hollon E. Chapman, Willie Lee Bush.
433 **Belleville, IL**—Patricia Dinga (s).
452 **Vancouver, BC, CAN**—Gunter Hans Wolters, James Robertson Thom, John Valkama, Norbert Erhard Tesch.
454 **Philadelphia, PA**—John F. McGrath.
455 **Somerville, NJ**—Thelma Lucariello (s).
469 **Cheyenne, WY**—Emily E. Riedesel (s).
470 **Tacoma, WA**—Beatrice M Frank (s), Clem D. Barker, David Everett Hunotte, Sr., John C. Frai, John J. Hansch, Michael T. Bury, Morrell William Wills, William J. Baumgartner.
472 **Ashland, KY**—Cecil F. Cooper, Thornton Rucker.
475 **Ashland, MA**—Real L. Duquette.
483 **San Francisco, CA**—Albert J. Pardini, Charles T. Kraft, John C. Welsh, John J. Jackson, Warren Richard Lund, Willard A. Russell.

500 **Butler, PA**—Emogene E. Collins (s).
502 **Port Arthur, TX**—John W. Marquart, Ralph Timothy Ford.
503 **Lancaster, NY**—Jean Siembida (s).
505 **San Diego, CA**—Everett B. Roed, Frank Edward Emerson, Helen Francis Vermeulen (s).
510 **Berthoud, CO**—Benjamin Wm Bay, John Schell, Joseph P. Ross, Norman Joseph Schneider.
512 **Ann Arbor, MI**—Marvin E. Shafer.
514 **Wilkes Barre, PA**—Chester D. Glahn, Ralph M. Smith.
515 **Colo Springs, CO**—Elma McGimsey (s).
518 **Sisterville, WV**—Richard L. Postlethwait
528 **Washington, DC**—Carl V. Ballard
531 **New York, NY**—Tatjana Arens (s).
532 **Elmira, NY**—Betty Jane Garton (s).
535 **Norwood, MA**—Rachel C. Gaudet (s).
537 **Aiken, SC**—Evalina Johnson Cox (s).
538 **Concord, NH**—Evelyn E. Rowe (s), Leslie W. Russell, Robert Bradley Arnesen.
546 **Vincennes, IN**—Alford Temple Brewster.
549 **Owensboro, KY**—Otho Clay Dukes, William A Dawson.
551 **Houston, TX**—Alfred Bill Pavliska, Alton M. Himel, Bennie Roy Freeman, Frank G. Hueni, Frederick C. Menard, Henry G. Eubanks, Hillard Garvin Poe, Hudson Dean Hatfield, Jack Hugh Blair, James L. Burch, Lillian Sanderlin (s), Orbie F. Hitt, Preston Conley, Stanley Zielinski.
556 **Meadville, PA**—Shirley R. Davis (s).
558 **Elmhurst, IL**—Margaret Erxmeyer (s), Walter Wayne Overstreet.
562 **Everett, WA**—Peter Spadafore, William B. Akers.
563 **Glendale, CA**—Homa Thornton Edwards, Joseph William Dowling.
579 **St. John, NF, CAN**—Daisy Parrell (s).
586 **Sacramento, CA**—Clifford D. Heuser, Sr., Edwin P. Fraser, Ernest A. Rose, George W. Katelan, Harold Leymaster, Jay L. Ansted, Olga R. Wallace (s).
587 **Pierre, SD**—Wilfred Leroy Schroder.
599 **Hammond, IN**—Matthias P. Arens, Rose C. Mores (s), Samuel C. Whobrey.
600 **Lehigh Valley, PA**—Edison M. Brewen, Gilbert W. McIntosh, John H. Bisher, Patricia A. Smith (s), Philip Palmer, Richard C. Hock.
603 **Ithaca, NY**—Donald Lovejoy.
604 **Morgantown, WV**—James D. Staggs, Sr.
605 **Vista, CA**—Ivy E. Rager (s), Jean Arval Houston, William Thomas Roberts.
606 **Va Eveleth, MN**—Olaf Hannem, Wayne W. Maki.
608 **New York, NY**—David G. Harrington, Denis Sheehan.
620 **Madison, NJ**—Clifford A. Egbert
621 **Bangor, ME**—Raymond C. Braley
623 **Atlantic County, NJ**—Felix Boney
624 **Brockton, MA**—Fred J. Caffelle
626 **Wilmington, DE**—Francis A. Dougherty, John C. Thornberg Sr., Richard Buckingham, William A. Williams, William F. Diangelo.
627 **Jacksonville, FL**—John D. Jones Jr., Robert Phillips, Walter Loren Bishop
635 **Boise, ID**—Laura E. Archer (s).
638 **Marion, IL**—James W. Goad.
650 **Pomeroy, OH**—Jessie L. Renfroe.
665 **Amarillo, TX**—Charles Vernon Boaz, Enos H. Kelch.
678 **Dubuque, IA**—Clarence F. Even, James Kritz, John Ward, Joseph J. Mausser, Leo R. Avenarius, Tilferd Haugen.
684 **Dayton, OH**—Stanley Malone Sr.
690 **Little Rock, AR**—Herman L. Bivens, Robert F. Poteete, Ted W. Springer.
698 **Covington, KY**—Mary Blanche Rich (s).
701 **Fresno, CA**—Cecil L. Smith, Lloyd Babb, William G. Bagwell, William G. Woods
710 **Long Beach, CA**—Benjamin R. Griffin, Elfa B. Goff (s), Evan Burdick, Frank F. Pall, Henry A. James, Martin Hiestand, Winfield S. Scarry.
720 **Baton Rouge, LA**—Mildred S. Blount (s).
721 **Los Angeles, CA**—Gust Wunsch, Ignacio Velasquez, Vincent Chavez.
725 **Litchfield, IL**—Tony Eskew, Sr.
731 **Manitowoc, WI**—Clarence G. Klopf, Richard E. Johnson.
739 **Cincinnati, OH**—Elizabeth Freytag (s).
745 **Honolulu, HI**—Charles Kinoshita, Edward Teraoka, Joaquin Malaqui, Masao Higa, Mosaburo Nakamoto.
747 **Oswego, NY**—Deanna F. Greeney (s), Pamela Patrick (s).
751 **Santa Rosa, CA**—Dale Butler, Francis E. Quigley, George U. Christopher, John Awender, Mary Gutsch (s), Richard Dixon.
756 **Bellingham, WA**—Janet A. Peter (s).
764 **Shreveport, LA**—Harvey A. Smith, William M. Pool.
769 **Pasadena, CA**—John Hillhouse, Verner E. Erickson.
770 **Yakima, WA**—Harold E. Weyenbert, Walter V. Simmerman.
772 **Clinton, IA**—Ralph F. Webber.
792 **Rockford, IL**—Claus Heinsohn, Harry Liljeberg, Vivian Jamison, Warren Atkins.
795 **St. Louis, MO**—Anna Lipshitz (s), Sherwin Edwin Moore.
804 **Wisconsin Rapids, WI**—Paul Skornia.
805 **San Diego, CA**—Edgar L. Stone, Paul R. Trudell, Roy L. Crump.
839 **Des Plaines, IL**—Edwin H. Meyer, Lula O. Bonine (s), Ralph L. Beadell.
844 **Canoga Park, CA**—Lois Wolfkill (s).
845 **Clifton Heights, PA**—John W. Downey, Marguerite M. Bard (s).
848 **San Bruno, CA**—Benjamin D. Masters, Lonnie Higgins.
851 **Anoka, MN**—John Johnson, Olaf Hoff.
857 **Tucson, AZ**—Lorraine C. Sholly (s), Miguel L. Torres, Sr.
859 **Greencastel, IN**—Royal D. Maynard.
865 **Brunswick, GA**—Robert Edward Thigpen.
871 **Battle Creek, MI**—Esther F. Clark (s).
900 **Altoona, PA**—S. Mildred Carr (s).
902 **Brooklyn, NY**—Albert Johnson, Berti Gluck, Gioachino Taralli, Gyda Longum (s), Herman E. Hermansen, Louis Loscalzo, Margaret Goode (s), Ralph E. Olsen.
904 **Jacksonville, IL**—Robert Swann Griffith.
943 **Tulsa, OK**—Harold F. Smith, John P. Watkins, Roy Elsworth Joy, Willis D. Oates.
945 **Jefferson City, MO**—Louis C. Burbach.
958 **Marquette, MI**—Charles Holcomb, George J. Michaud, Sr.
971 **Reno, NV**—Emil Belaey, Martin Weisser, Virginia McGowan Dhom (s).
976 **Marion, OH**—Samuel A. Sparks.
998 **Royal Oak, MI**—Helen Marie Mimms (s).
1005 **Merrillville, IN**—Charles W. Boyll, Morton W. Pollitt, Richard T. Miller, Robert H. McGlothlen, Sr., William H. Twilla.
1006 **New Brunswich, NJ**—Anthony Maliszewski, Irene Magyar (s), John Muscle, Walter J. Pajak.
1009 **St. Johns, NFLD, CAN**—Edward Dunn.
1010 **Uniontown, PA**—Anna Marie Dziedzicki (s).
1016 **Muncie, IN**—Charles C. Thrawley.
1022 **Parson, KS**—Ray Russell Ruthrauff.
1024 **Cumberland, MD**—Walter Richardson.
1026 **Miami, FL**—Freeda J. Aylsworth (s).
1027 **Chicago, IL**—Ewa Pikulyk (s), Gerhardt Kunkel, Henry Santeford, John Bykowski, John R. Jones, Kalix M. Palmberg, Wasyl Popowych.
1043 **Gary, IN**—Leslie W. Jarvis.
1046 **Palm Springs, CA**—Amiel Frank Hartman.
1052 **Hollywood, CA**—Jerome C. White, Louis R. Larson, Vera Irene Gripp (s).
1053 **Milwaukee, WI**—Elmer Lee Stewart, Glen A. Edlebeck.
1062 **Santa Barbara, CA**—Eleanor J. Macko (s), Harold Lunt.
1066 **Cincinnati-Dayton, OH**—Arlan Judy.
1067 **Port Huron, MI**—Kenneth Carl Tenniswood.
1074 **Eau Claire, WI**—Fred Rineck, Lloyd W. Snider.
1089 **Phoenix, AZ**—Nancy Ann Nard (s).
1098 **Baton Rouge, LA**—Walter Lee Bailey.
1102 **Detroit, MI**—Chester J. Bialous, Elmer J. Sebastian, George E. Millsap, John James Shreve, Joseph Scavarda, Roy R. Burman.
1108 **Cleveland, OH**—Edmund Johnson.
1110 **Washington, DC**—Michael Goodwin.
1120 **Portland, OR**—John W. Ashley.
1134 **Mt. Kisco, NY**—Angelo Zeoli, Joseph V. Derosa.
1136 **Kettle Falls, WA**—Effie Elenor Pankey (s).
1140 **San Pedro, CA**—Edwin L. Owens.
1143 **Lacrosse, WI**—Herbert R. Lyon.
1147 **Roseville, CA**—Charles Henry Talcott, James Harrison, Steve C. Chilson.
1149 **San Francisco, CA**—Austin O'Malley, Edythe Passolt, (s), Herman Carr Sr., Marvin C. Walburn, Samuel T. Willis.
1153 **Yuma, AZ**—Claud Norton
1155 **Columbus, IN**—Betty Joan Davis, Hershel Young Sr., James Elihu Crippen, Kevin Due, Raymond E. Cox, Violet L. Brown.
1159 **Point Plasant, WV**—Miles E. Dowling.
1160 **Pittsburgh, PA**—Charles Conn Jr.
1164 **New York, NY**—Frank Rauch.
1176 **Fargo, ND**—Euclid A. Sauvageau.
1185 **Chicago, IL**—James F. Schovanec.
1207 **Charleston, WV**—Michael L. Parker.
1222 **Medford, NY**—William Lian.
1235 **Modesto, CA**—Floyd E. Musgrave, Robert Arthur Krein, Signa Viola Bystrom (s).
1240 **Oroville, CA**—Glenn L. Gordon, Mildred L. Larison (s), William W. Edmonds.
1243 **Fairbanks, AK**—Robert M. Jewett.
1251 **N. Westmnstr., BC, CAN**—Sydney Stiller.
1266 **Austin, X**—Fred Otto Hankey.
1274 **Decatur, AL**—Sally Pearl McKelvy (s).
1280 **Mountain View, CA**—Merle Monroe Housley.
1281 **Anchorage, AK**—Iram E. Money.
1302 **New London, CT**—Earl Leclair.
1303 **Port Angeles, WA**—Charles McElravy.
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1307 **Evanston, IL**—Bjarne Hillervik, Harold Schroeder, Mathias J. Bartman, Max Mullins, Paul W. Kuhlmann, Walter W. Ferry.
1319 **Albuquerque, NM**—Ezma Louise Gray (s), Herman Paul Howard.
1323 **Monterey, CA**—Anthony Perez, Emil F. Schafer, Harold E. Burkam.
1325 **Edmonton, Alta, CAN**—Marko Schepanovich, Oscar Hoffman.
1333 **State College, PA**—Paul T. Andrejcik.
1342 **Irvington, NJ**—Aagot Olga Gundersen (s), Francis C. Jones, Peter A. Quigley Sr.
1353 **Sante Fe, NM**—Vicente Jaramillo.
1354 **Aberdeen, MD**—Graydon R. Brown
1359 **Toledo, OH**—Frank Heaps.
1365 **Cleveland, OH**—Paul J. Vrbyar.
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1382 **Rochester, MN**—Andrew Newman, Benedict Czaplewski, Earl E. Davis, Ward E. Getzin.
1385 **Espanola, NM**—Leopoldo Ulibarri.
1386 **Province of New Brunswick**— Herschell Bartholomew Rolfe.
1388 **Oregon City, OR**—Mary Isabelle Goodrich (s), Walter Henry Maurer.
1396 **Golden, CO**—Everett John Fritz.
1397 **North Hempstad, NY**—George D. Becker.
1401 **Buffalo, NY**—Henry A. Wanderlich.
1407 **San Pedro, CA**—Angel M. Lopez, Benjamin B. Brown, Falconer Vernon Abel, Gerardo Pauluzzi, James Apple, Jose A. Solorzano.
1408 **Redwood City, CA**—Edna Marie Bradford (s), George M. Faylor, Ivan D. Hamilton, Joseph Korhummel, Michael M. Gartner.
1418 **Lodi, CA**—Carl E. McCalip, Roy V. Hays.
1419 **Johnstown, PA**—Harold W. Gephard, Mary Obarsky (s), Wearing L. Schrock, William S. Troyan.
1426 **Elyria, OH**—William H. Cameron.
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1449 **Lansing, MI**—Charles W. Eddy.
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1453 **Huntington Bch., CA**—Laurel Camp, Raymond Roland Tilberg, Raymond Smith, Robert W. Cochran, Walter Joseph Petruska.
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1471 **Jackson, MS**—Alton Bennett Williamson, Edward A. King, Nancy D. King (s).
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1506 **Los Angeles, CA**—Dean Lindley, Roy Lynn Newman, William Ralph Cannon.
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1541 **Vancouver, BC, CAN**—Emil Hegquist.
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1554 **Miami, FL**—Jose Antonio Faria, Louis Adams Jr.
1588 **Sydney, NS, CAN**—Ervin R. Levy, Lynch K. MacMillan, Melita Bungay (s).
1590 **Washington, DC**—Francis F. Anderson.
1595 **Montgomery County, PA**—Irvin H. Acker, Martin Dehart, Norman Leo Orfe, Norman Wentzel, Paul W. Pauley.
1596 **St. Louis, MO**—Manche Watson.
1597 **Bremerton, WA**—Vivian V. Brouhard (s).
1599 **Redding, CA**—Raymond Williams.
1607 **Los Angeles, CA**—Darlene Helen Hogge (s), Ross W. Thomas.
1615 **Grand Rapids, MI**—Ernest G. Gates, Vinh Van Tran.
1618 **Sacramento, CA**—Duane E. Gibson, Ola Maud Axley (s).
1620 **Rock Springs, WY**—Olindo A. Roccabruna.
1622 **Hayward, CA**—Antone A. Figueredo, Carl C. Disney Jr., Hugh McClellan, James Riedstra, John E. Chibante, Lowell L. McKinsey.
1631 **Washington, D.C.**—Donald George Brechbill.
1641 **Naples, FL**—Alex David Leggett.
1644 **Minneapolis, MN**—David J. Schlagel.
1650 **Lexington, KY**—Isaac Reynolds.
1665 **Alexandria, VA**—Elsie E. Rush (s).
1683 **El Dorado, AR**—Barry V. Butler, William Marion Holder.
1689 **Tacoma, WA**—James Fred Parkhurst.
1693 **Chicago, IL**—Orville L. Dahl, Sverdrup E. Jacobson, Thaddeus F. Skora.
1715 **Vancouver, WA**—Charles Quigley, Harry Christensen, Raleigh I. Timmerman, Virgil Ora Cooper (s), Walter A. Pohrman.
1733 **Marshfield, WI**—Lee Selves, William J. Mueller.
1739 **Kirkwood, MO**—Eloise C. Wallis (s).
1750 **Cleveland, OH**—William J. Conoley.
1751 **Austin, TX**—Alfred A. Hohle
1752 **Pomona, CA**—Archie MacDonald.
1759 **Pittsburgh, PA**—Anna Mae Paul (s).
1764 **Marion, VA**—Daniel Eugene Johnson, James A. White, Quinton Winebarger.
1765 **Orlando, FL**—Forrest I. Ashley, John William Hinson, Rene Casagrande, Thomas Long.
1772 **Hicksville, NY**—George Rentt, Jack M. Dimaggio, Peter Barry, Wasyl Avramenko.
1775 **Columbus, IN**—Melbourne B. Gary.
1780 **Las Vegas, NV**—Arthur R. Beck, Michael J. Strobl.
1797 **Renton, WA**—Carol O. Stevens (s).
1811 **Monroe, LA**—Frank A. Mooney.
1815 **Santa Ana, CA**—Dollie Chestnut Evans (s), George W. Hix, Marvin T. Goff, Owen J. Meyer, Sarah Elizabeth Lawrence (s).
1827 **Las Vegas, NV**—Larid D. Burgess.
1832 **Escanaba, MI**—Arthur J. Weberg.
1845 **Snoqualmie, WA**—Hjalmer O. Brunberg.
1846 **New Orleans, LA**—Alcide J. Liner, Carew P. Foster, Debbie Lynn Vanderhoff (s), Dolores S. Bienvenu (s), Fualdes Landry, William F. Henry Jr., Winton Reed Wallace.
1855 **Bryan, TX**—Garth Gilmore Gaston, William R. Robertson.
1856 **Philadelphia, PA**—Loretta Burke (s), Victor J. Demetrio.
1871 **Cleveland, OH**—Evelyn Louise Miller (s).
1884 **Lubbock, TX**—Elmer W. Martinec.
1897 **Lafayette, LA**—Larris Louise Broussard (s).
1904 **North Kansas, MO**—Lowell Amos.
1913 **Van Nuys, CA**—Charles F. Wells, Darrell L. Blackburn, Marion M. Warrell, Thomas F. Baretich.
1921 **Hempstead, NY**—Thomas J. Alber.
1936 **Lewistown, PA**—Charles Lester Reynolds, Jack W. Appleby.
1964 **Vicksburg, MS**—L. M. Jones Jr.
1971 **Temple, TX**—Edgar L. Black.

Local Union, City	
1985	**Province of Saskatchewan**—Kevin G. Milnes.
1987	**St. Charles, MO**—Edward A. Cochrum, Robert J. Liscombe.
2006	**Los Gatos, CA**—Ethel Mondragon (s), Russell Andersen.
2008	**Ponco City, OK**—Gladys Tinder (s), Helen I. Nogle (s).
2012	**Seaford, DE**—Leroy J. Murray.
2015	**Santa Paula, CA**—Charles J. Stone.
2020	**San Diego, CA**—Rafael N. Vasquez.
2028	**Grand Forks, ND**—Nels K. Iverson.
2046	**Martinez, CA**—Antoinette R. Cellini (s), Daniel Avery Frazer, Forest Leo Reynolds, Henry C. Warren, Herman E. Stoll, Robert W. Shepherd, Ruby Henrietta Maxwell (s), Sam Ross, Trenton Edward Logan.
2103	**Calgary, Alta., CAN**—Gligorije Dabic.
2114	**Napa, CA**—Elmer C. Jenkins, Laura Elizabeth Jenkins (s).
2119	**St. Louis, MO**—Beulah Magdalene Parker (s), Charles B. Garegnani.
2155	**New York, NY**—Jack Glusky, Joseph Marcucci, Karl Fresemann.
2168	**Boston, MA**—Philip Amoroso.
2203	**Anaheim, CA**—Alyce L. Ramsay (s), Diane Kunz (s), Dorothy Hall (s), Eleanor Flores (s), John T. Westlake, Raymond H. Ellithorpe, Rose Marie Wisdom (s), Samuel Lungu Jr., Thomas H. Hill, Wayne G. Stier.
2212	**Newark, NJ**—Harvey Scott, Ingvar Ueland, Jack M. Fischetti, Thomas J. Sullivan.
2225	**Libby, MT**—Glenn Wynne.
2231	**Los Angeles, CA**—Zelda Harber (s).
2232	**Houston, TX**—Fay W. Huey (s), John E. Wall Jr.
2235	**Pittsburgh, PA**—John C. Fletcher.
2250	**Red Bank, NJ**—Frank A. Dangler Sr.
2264	**Pittsburgh, PA**—Harry W. Satow.
2265	**Detroit, MI**—Madelon Bohn (s).
2274	**Pittsburgh, PA**—William Kenneth Sparks.
2287	**New York, NY**—Ronald Eng.
2288	**Los Angeles, CA**—Anacleto Caro, Bernardine A. Flacy (s), Weldon Wagy.
2298	**Rolla, MO**—Orville R. Lewis.
2308	**Fullerton, CA**—Deborah A. Roberts (s), Doy Bilbrey.
2337	**Milwaukee, WI**—Herbert Braun.
2342	**Brockton, MA**—Carl Michael Meyer.
2350	**Scranton, PA**—Walter Jackowicz.
2361	**Orange, CA**—Lawrence Michael Garcia, Margaret Mae Williams (s).
2375	**Los Angeles, CA**—Belva Laverna Smith (s), Cecil A. Miller, Charles L. Smith, Marion L. Reid.
2391	**Holland, MI**—Mae Wolters (s).
2396	**Seattle, WA**—Gary D. Westby.
2398	**El Cajon, CA**—Howard E. Antis, Lark M. Grizzle.
2404	**Vancouver, BC, CAN**—Marie Nellie Jacobson (s).
2405	**Kalispell, MT**—Hoken Linrude.
2416	**Portland, OR**—Ernest S. Bergstrom.
2435	**Inglewood, CA**—John W. Deering.
2486	**Sudbury, Ont., CAN**—Frank William Reid.
2489	**New Salisbury, IN**—Freddy K. Williar.
2490	**McMinnville, TN**—Vernie L. Lance.
2554	**Lebanon, OR**—Dewey Claborn, Orville Bates.
2581	**Libby, MT**—Marvin J. Green.
2588	**John Day, OR**—John W. Gwyn.
2601	**Lafayette, IN**—Jewell L. Dempsey.
2633	**Tacoma, WA**—Chester Harold Gordon, Curtis J. Sweeney Sr., Emilie A. Gregory (s), Francis S. Foote, Harold Nordling, Theodore Weiler.
2652	**Standard, CA**—Frank Camacho.
2667	**Bellingham, WA**—Arthur Schalow.
2682	**New York, NY**—Marcial Cruz.
2691	**Coquille, OR**—Wayne A. Vanburger.
2714	**Dallas, OR**—Bill Spinks, Genevieve Spinks (s).
2715	**Medford, OR**—Jerome A. Fellows.
2739	**Yakima, WA**—Anthony G. Gefre, Colby Cameron Monson, Sebastian J. Mastel.
2767	**Morton, WA**—Myrtle Bridges (s).
2780	**Elgin, OR**—Brenda Mae Vanarsdale.
2805	**Klickitat, WA**—John P. Cotter.
2816	**Emmett, ID**—Edith Leona Witt (s), Glen Ferdinand Watterlin, Pearl E. Chadwell (s).
2817	**Quebec, Que, CAN**—Adjutor Lebel.
2819	**New York, NY**—Candido Maneiro.
2834	**Denver, CO**—Ella Mae Elizabeth Goldade (s).
2851	**La Grande, OR**—Thomas Theopolis Williams.
2881	**Portland, OR**—Ernest W. Endicott.
2912	**Trenton, Ont, CAN**—Glen Clarence Farrell.
2942	**Albany, OR**—Theodore R. Thompson.
2947	**New York, NY**—Bill Irgang.
2949	**Roseburg, OR**—Earl W. Bennett, Gladys M. Goble (s), Gust Schultz, John L. White, Karen Sue Godat Tims (s), Milton E. Keller, Pauline Velma Green (s), Roy Mitchell, Vena Carolyn Bunn (s), Vernon R. Kissell.
2961	**St. Helen, OR**—Frederick Young.
3023	**Omak, WA**—Alice Victoria Worthen (s).
3038	**Bonner, MT**—Harry Bergseth.
3073	**Portsmouth, NH**—Melvin Stadig.
3074	**Chester, CA**—Harley Looney, Howard F. Laplander Jr., Rudolph Franco.
3088	**Stockton, CA**—Edward P. McCormick, Ethan Allen Bostick (s), Larry Craig Griffith.
3090	**Murfreesboro, NC**—James Roosevelt Flythe.
3127	**New York, NY**—Charles Rocchio, John M. Shinko, Jose R. Guzman.
3148	**Memphis, TN**—Joe Alvin Thompson.
3161	**Maywood, CA**—Artie Newton, Hardin Devold, Monica Salazar Molina (s).
9042	**Los Angeles, CA**—Donald G. Allen.
9053	**Philadelphia, PA**—Bettylou Walthes (s).
9074	**Chicago, IL**—Alvin J. Ancelard, Quin A. Taylor.
9088	**Oakland, CA**—James J. Norskog.

Radon testing

Continued from Page 23

you should reduce your overall chance of developing lung cancer, as well as reducing your risk from radon exposure.

- Spend less time in areas with higher concentrations of radon, such as the basement.
- Whenever practical, open all windows and turn on fans to increase the air flow into and through the house. This is especially important in the basement.
- If your home has a crawl space beneath, keep the crawl-space vents on all sides of the house fully open all year.

Before undertaking major modifications to your home, it is recommended by the EPA that you consult with your state radiation protection office to obtain whatever specific advice or assistance they may be able to provide for your particular situation.

The EPA has informative booklets which you may obtain:

Radon Reduction Methods: A Homeowner's Guide. This publication can be obtained from your state radiation protection office or from your EPA regional office. (Check federal offices in your phone book.) It serves as a technical guide to permanent solutions to radon leaks. The book identifies common problems in detached houses and step by step tells how to rectify the situation. There is also a listing in the back that lists state offices and technical assistance locations. Ask for Booklet No. OPA-86-005.

A Citizen's Guide to Radon, Booklet No. OPA-86-004. This booklet outlines briefly what radon is and what can be done about it. Some states have radiation protection offices which can supply this booklet.

Radon Reduction Techniques for Detached Houses, Booklet No. EPA/625/5-86/019—This document is available to the public through the Center for Environmental Research Information, Distribution, 26 W. St. Clair, Cincinnati, OH 45268.

Build it right . . . Create jobs for skilled journeymen and up-and-coming apprentices . . .

Build
Union

Apprentice standards

Continued from Page 19

"We feel that to maintain effective apprenticeship training, there has to be an industry commitment. There must also be minimum standards to be met, and rules and regulations for sponsors requesting certification. Then, and only then, can we expect the registering agencies to do a good job of maintaining the standards that industry has established. The national standards and the rules and regulations for sponsors of apprenticeship programs will give the registering agencies teeth to do the job for which they were established."

Window/Door

Continued from Page 9

company apparently intended to break resistance at Springfield by transferring some of the production to North Portland, under lower wage/benefit conditions. A two-day strike was called at the North Portland plant in late April over the severance package the company had offered. The strikers from North Portland made the drive to Springfield and also shut down that plant with picket signs.

Thus far the company's blatant and well-oiled attempt to roll back wages and benefits in western plants has been checked at every turn by the Western Council of Industrial Workers but it is clear the battle is not over. It is also clear that if these emerging window/door companies succeed in applying their new-found financial power to kick holes in workers' wage packages the spiral downward will be difficult to halt. For example, if Morgan wins massive concessions in Oregon it is reasonable to assume the Oshkosh mill will be next in their sights.

The lesson to be learned here is that as millwork companies like Morgan Products become national multi-plant companies, the union can no longer deal effectively with them on a local by local basis. Protecting hard-won contract benefits will require coordination with other unionized workers in all of the union plants and a concerted effort to organize those plants without a union. It is time for new alliances to protect members in this rapidly changing industry. The UBC is actively promoting programs to establish those structures.

OSHA devices

Continued from Page 5

hazard abatement by contesting and litigating a citation. Invoking the traditional industrial relations principle of "obey now, grieve later," Lucassen declared, "what's good for one side is good for the other—the rule for OSHA violators should be *abate now, contest later.*"

LATCHING HASP

Stanley Hardware has added to its line of hasp products with the announcement of its redesigned 917 Lifespan® Latching Hasp.

Similar to its recently-introduced predecessor the 911 Hasp, the new 917 Hasp features a convenient latching post. This feature allows a door to be latched closed with or without a padlock.

The 917 Latching Hasp is available in either a black finish or in an improved zinc finish which provides 25% more corrosion resistance.

Both models have a "hold open" feature which can prevent slamming or pinching. Each hasp also has a new corrugated leaf design which makes the product twice as strong. Under extensive testing, Stanley Hardware's new, one-piece knuckle concept has been proven to reduce sag, add strength and provide a quieter, tighter-fitting design.

The 917 Latching Hasp is available in 3½" and 4½" sizes.

CONCRETE FORM GUIDE

A comprehensive guide to using plywood in concrete forming is available from the American Plywood Association.

APA Design/Construction Guide: Concrete Forming includes recommendations for selecting and specifying concrete form panels, tips on form maintenance and form design, engineering data, and case studies. The 24-page booklet also features photos of concrete forming at a variety of construction sites and illustrates patterns, textures and design possibilities of concrete forms.

For a free copy of "APA Design Construction Guide: Concrete Forming," write the American Plywood Association, P.O. Box 11700, Tacoma, Washington, 98411, and request Form V345.

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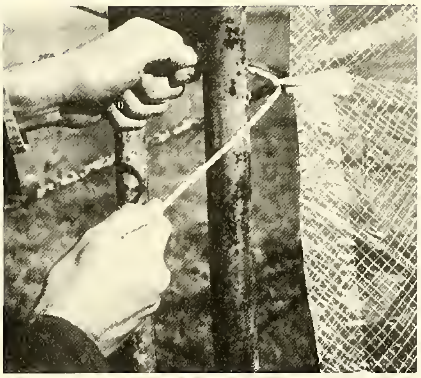
CLIPS FOR COVERS



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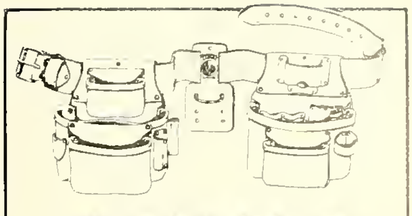

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We launch an all-out drive to reach a goal

If 600,000 UBC members take the 60-minute pledge, the job will be done

If you have been active in our union for the past two and a half years . . . if you have been reading *Carpenter* magazine . . . you know about our determined effort to raise funds for a diabetes research center . . . about D.A.D.'s Day and the Blueprint for Cure.

Next November, we will mark the beginning of our fourth year of this fund-raising effort.

That's long enough for this activity to be listed under "unfinished business."

Many local unions and councils have sponsored special dinners and other fund-raising events. Individual members have sent donations to the General Office. Slowly and steadily we have moved closer to the "Blueprint for Cure" goal.

But at the pace we are going we may not have the total funds needed until the mid 1990s. Meanwhile, ten million Americans and a proportional number of Canadians suffer from this disease.

The Diabetes Research Institute Foundation was formed in 1971 by a small group of parents whose children were diabetes sufferers. It was a small organization needing support.

Then, in 1985 our union, the Sheet Metal Workers and the AFL-CIO Building and Construction Trades Department picked up the ball. Our now-retired general president, Pat Campbell, became a co-chairman of labor's drive to create the institute. Though Campbell retired early this year, we are continuing our commitment to this worthy cause.

We must renew our efforts. We must pledge a second time, and a third time, if necessary to raise the necessary funds. One dollar from 600,000 members is $600,000. Two dollars is $1.2 million. Ten dollars each, $6 million. Ten dollars to defeat a disease which maimes and kills—a small investment in the future.

This month, I am calling upon all of our local union officers, all of our council leaders, our district board members, our general officers, to initiate a "wrap-it-up" campaign for the National Diabetes Research Institute.

We'll kick it off on D.A.D.'s Day, June 18, with an army of UBC volunteers out on the streets and intersections, working with Building Trades councils and soliciting funds from the general public.

We will follow that with two intensive months—July and August—of fund raising among our members. I hope to see every member contribute to the "wrap-it-up" effort. We are asking each member to make a 60-minute pledge—one hour's pay to Blueprint for Cure.

No carpenter likes to see a construction job unfinished—particularly one we have pledged to complete.

We plan to send out posters, pledge cards and all the other fund-raising paraphernalia. But what'll be needed most is volunteer fund-raising.

The time to launch an all-out attack on diabetes is now. It's a killing disease which takes many forms. Almost half of all people with diabetes develop kidney disease, and nearly a quarter of all new dialysis patients have diabetes. It's the leading cause of blindness among adults between the ages of 20 and 75. Eighty percent of all diabetics develop eye problems. Doctors tell us that heart disease is two to four times more likely, and strokes are two to six times more likely among people with diabetes. More than 30,000 foot or leg amputations in the United States each year are due to diabetes complications.

I could list other medical statistics, but for many of our members I don't have to do so. Diabetes has already hit home, affecting some members of the family.

It is surprising to me that a nationwide or worldwide campaign to eradicate or control diabetes has not been underway before our current effort. The American Diabetes Association has been active for many years, but it has not captured the public's attention to the degree as the American Heart Association, the American Cancer Society and others. It is time for the American Diabetes Association and other health agencies to concentrate resources into a search for the cure, or cures, to this major disease.

There has been progress, but it has been slow. Death from diabetic coma was the outcome for the disease before the discovery of insulin therapy. It is estimated that the life span of an inadequately treated diabetic is shortened by almost one-third.

Research into the nature of diabetes is going on today—even as you read this—at several institutions around the world. In the 1970s studies were made of a small pumping device which a diabetic could carry on a belt and which would deliver insulin at preset times and at a preset rate. Researchers at the University of Florida at Gainesville discovered three years ago that there is a new and different form of diabetes among black children, adolescents and young adults, one which changes to a non-insulin-dependent form.

Meanwhile, medical scientists at the University of Miami, Fla., have introduced islet cells into the liver to cause that organ to produce natural insulin. They have had some success with laboratory animals.

It is at the University of Miami that we hope to concentrate the attack on diabetes. Some of the most competent scientists in the field will be brought together there. Today, the Diabetes Research Institute exists only in scattered facilities across the campus of the University of Miami. Some of the world's leading diabetic specialists are currently operating in makeshift facilities at the university and elsewhere.

In February, the ground was broken for the institute to house these scientists, and construction is expected to begin this fall, but there's still a long way to go before we have enough funds to "top out" the modern, $10 million facility now in the blueprint stage. More than $6 million is needed to make this life-saving institute a reality.

In the past, we have helped to fight Parkinson's disease, we have helped Alice Perkins to gain a new face through surgery, and we have helped many other national and community causes. Now it's time to build a national diabetes research center.

The completed center will be a structure of which we can all be proud. Ten stories high, it will house a clinic, which will expand and broaden treatment of diabetic patients, enabling the medical experts to quickly apply any new knowledge obtained in the laboratories.

There will be a conference center where doctors and researchers from throughout the world may gather to share their findings with other professionals.

There will be research laboratories of many types—an immunological chemistry lab, a monoclonal lab, a culture processing clinical lab and a variety of other specialized research facilities.

The institute will also house what the scientists call an operating suite which will contain the latest in transplant equipment and similar components.

In addition, of course, there will be a full array of administrative offices which are now scattered across the university campus.

As we have stated in the past, the estimated cost of the structure which will house the institute is $10 million—a huge amount when applied against the already staggering sums necessary to fund the existing research programs alone. For this reason, monies raised by the institute itself must go towards the continuance of its programs. Labor has taken on the responsibility of raising the construction funds to build the actual building.

It's an unprecedented effort by organized labor. The Blueprint for Cure campaign represents the most ambitous public service project ever undertaken by America's working men and women.

There's a new theme for the 1988 fundraising effort: "Together, we can outlive diabetes." It's a simple slogan with a lot of hope and a lot of meaning. I urge you to dedicate 60 minutes of your time and 60 minutes pay to help us make the National Diabetes Research Institute a reality.

Sigurd Lucassen

SIGURD LUCASSEN
General President

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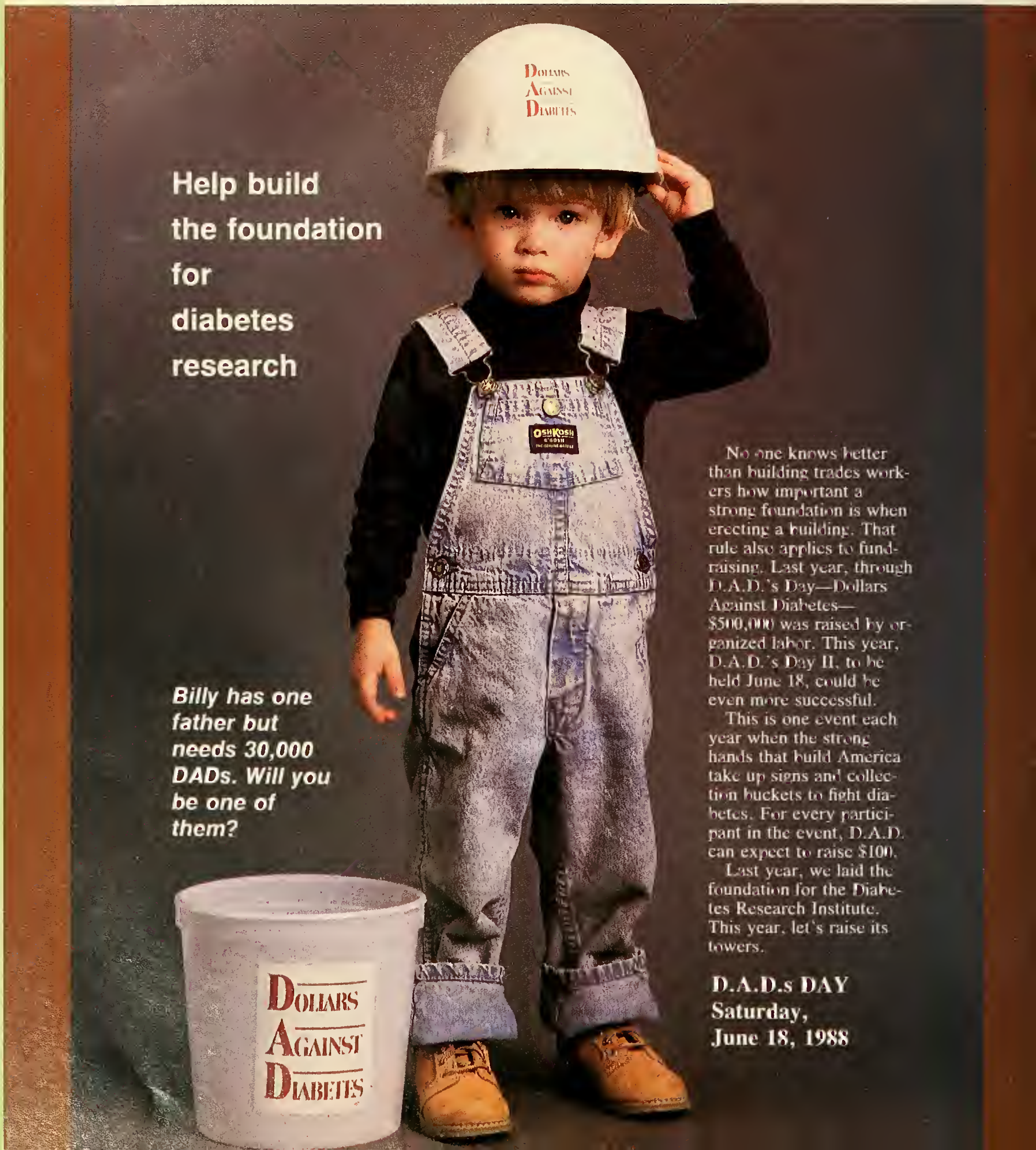

Help build the foundation for diabetes research

Billy has one father but needs 30,000 DADs. Will you be one of them?

No one knows better than building trades workers how important a strong foundation is when erecting a building. That rule also applies to fund-raising. Last year, through D.A.D.'s Day—Dollars Against Diabetes—$500,000 was raised by organized labor. This year, D.A.D.'s Day II, to be held June 18, could be even more successful.

This is one event each year when the strong hands that build America take up signs and collection buckets to fight diabetes. For every participant in the event, D.A.D. can expect to raise $100.

Last year, we laid the foundation for the Diabetes Research Institute. This year, let's raise its towers.

**D.A.D.s DAY
Saturday,
June 18, 1988**

July 1988

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

We must meet our commitment.

Take the 60-minute pledge.

Together, we can outlive diabetes.

SEE PAGE 4

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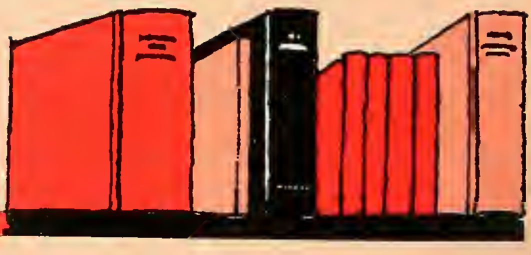

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In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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CARPENTER
ISSN 0008–6843

VOLUME 108 No. 7 JULY 1988

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

The apple of his father's eye is two-and-a-half-year-old Jonathan, who helped father-photographer Dennis Walston shoot the cover for our July issue of *Carpenter*.

But how sad he would be, if one or the other was diagnosed with diabetes. The disease shows no respect for age, race, sex or creed, and it can strike at any time. But research is continuing and a cure is being sought. With the help of all of us, a cure is possible during our lifetime.

Last month, fathers, mothers and children solicited money at busy intersections and roadways during the D.A.D.'s Day weekend. But we still need more support to guarantee the availability of facilities so the research can continue.

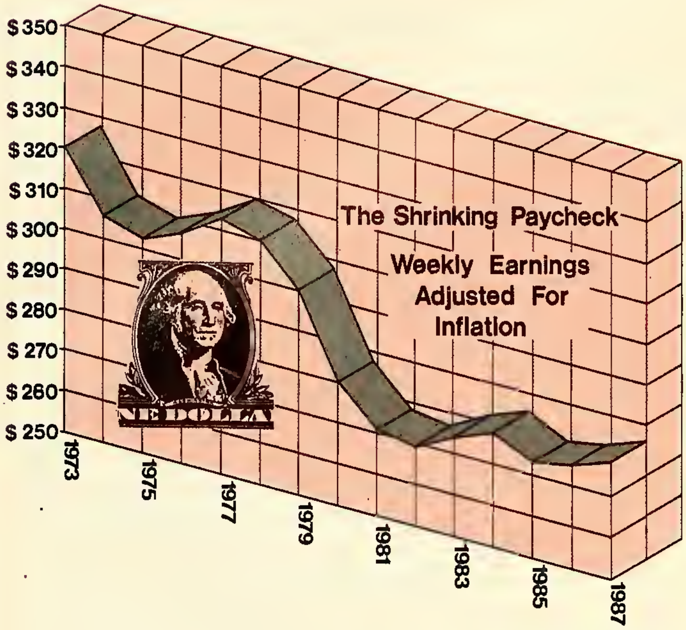
This month, the United Brotherhood is launching a special drive, asking each UBC member to contribute an hour's pay to Blueprint for Cure. Packets of material are being sent to your local union and to your area council, asking every member to take "the 60-minute pledge," so that this major fund raising effort can be brought to a successful conclusion.

Statistics can be quoted about the number of people who are diagnosed every year and the number of people who die from the disease. But all we have to see is one little boy who represents the picture of health to know that we all must help find a cure. Sacrificing the pay of one hour's labor is small when you know it will buy someone's health for a lifetime.

Read on page 4 how you can contribute to D.A.D.'s and Blueprint for Cure along with your fellow union members. Help stamp out diabetes as a killer among adults and children in your lifetime.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Are you really better off today than you were four years ago? . . . eight years ago?



REAL DOLLARS—*Real earnings of U.S. workers have been dropping over the past ten years. American workers have seen their buying power reduced 11.1% since 1978, according to Anne Draper, the AFL-CIO's chief economist. Meager wage gains have not kept pace with higher living costs.*

The Bureau of Labor Statistics reported in May that the consumer price index rose .4% in April, led by a jump in the cost of fuel, clothing and food . . . more bad news for workers and their families.

For those workers who have remained in manufacturing industries during the past decade, wages have dropped a bit, despite improvements in productivity. Weekly earnings in 1987 dollars, adjusted for inflation, have dropped from $320 per week in 1973 to a little over $275 per week, as the chart at right indicates.

Data for the charts on this page and the facing page supplied by the AFL-CIO Industrial Department and Economist Anne Draper

The long, hot summer is upon us, and political candidates are moving across the United States, telling us what's right and what's wrong with the economy, with the government and with the world.

Eight years ago, when Ronald Reagan was doing the same thing—campaigning against Jimmy Carter for the nation's highest office, he asked voters the question: Are you better off today than you were four years ago?

It's time to ask that question again.

A group of simple graphs, adapted from data supplied to us by the AFL-CIO Industrial Union Department and shown here, describe more graphically than the average politician's speech what the past 15 years have meant to the U.S. economy and to the welfare of the average American worker.

Some of us have fared well. Others are just able to make ends meet. Many young people, unable to find affordable housing for themselves, have moved back with their parents. In some cases, two breadwinners are now bringing in the income which one breadwinner once earned. Day-care costs for children have become an increasing problem.

Meanwhile, the United States, which once was the world's largest creditor nation, has become the world's largest debtor nation. It may take years to climb out of the hole, some economists tell us, and we'll be paying huge interest fees all the while.

According to many statistical experts, income inequality in the United States is getting worse. Despite the 1986 tax reform bill, the richest Americans still pay less in taxes than they did in 1977, and the poor pay relatively more.

A major cause of America's economic problems is the soaring trade deficit, which the White House once indicated as "good for the economy." The President vetoed a recent trade bill designed to correct the deficit, because it had a provision which called for advance notices to workers when their plants are closed. Studies show that giving advance notice to workers and communities about scheduled plant closings pays off in shorter periods of joblessness and government savings in unemployment compensation and should have had the President's support.

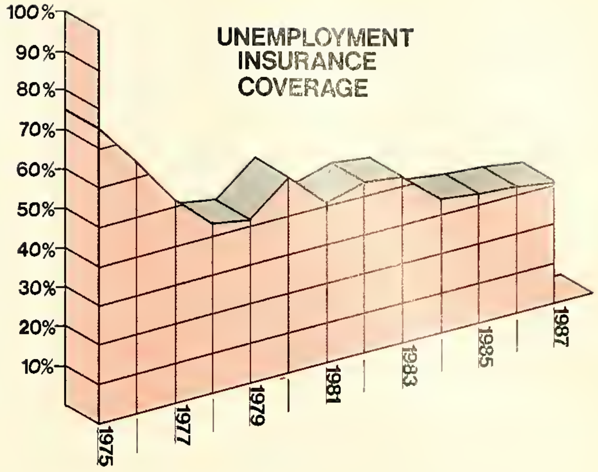
Whether you're a Democrat, Republican, Socialist Worker, Libertarian, Liberal, Conservative or Independent, you should carefully consider the candidates and the platforms they offer in the coming general elections.

Consider, too, the voting records of those candidates who already hold public office. The AFL-CIO's Committee on Political Education, the League of Women Voters and the Carpenters Legislative Improvement Committee are only three of many political action groups supplying data on candidates and issues.

And, of course, knowing the facts and not being able to do something about them is futile. That means you and those about you must be registered to vote.

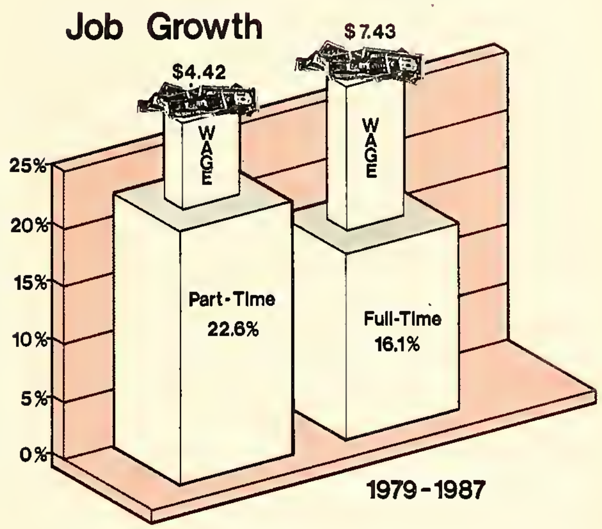
UNEMPLOYMENT—*The Reagan administration boasts about a declining unemployment rate, which now hovers around 6%, but this "official" unemployment rate masks a much more serious "real" rate, which is almost twice as much.*

Over and above the "official" number of 7,425,000 currently unemployed in the United States, are an estimated 5,401,000 working part-time, because they can't get full-time work and an additional 1,026,000 who have become so discouraged about finding jobs that they no longer show up at U.S. Employment centers. Equally serious, only about a third of the unemployed are still getting unemployment insurance benefits. The other two thirds are still jobless after the 26-week unemployment benefit period was exhausted. As the chart at right, indicates, 10 years ago almost 75% of the jobless were receiving unemployment benefits. Today less than 30% get jobless benefits.



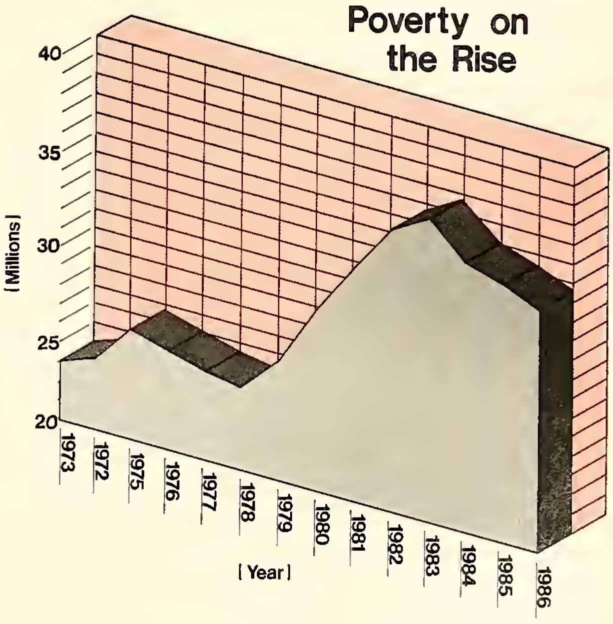
FULL-TIME vs PART-TIME—*Much of America's manufacturing might has been lost to foreign nations since the Reagan administration moved into Washington eight years ago. The "free trade" policies of the Reagan administration have superceded the "fair trade" policies of previous administrations, and, little by little, many U.S. industries have been drained away, leaving plants idle and workers displaced. While industrial jobs have gone overseas, service jobs—low paying fast food and retail sales jobs—have increased. Many of these workers, grateful to have any job at all, have been forced to accept part-time work with no fringe benefits. The trade deficit has thus, had a longrange effect on the nation's economy.*

The classified advertisements in many metropolitan newspapers list many jobs available under "help wanted," but, look again, most of them are either minimum-wage jobs or jobs calling for special skills, which many workers don't have.



BELOW THE POVERTY LINE—*According to statistics, poverty in the United States hit a peak five years ago, when almost 37 million Americans had incomes below the poverty line. The number has dropped somewhat, with an estimated 32 million poor today, but the situation is still serious. The number of homeless in our major cities is growing. According to the AFL-CIO Community Services Department, one out of five American children lived in poverty in 1986, and one out of seven senior citizens (age 65 and older) were below the poverty line. As more farmers lose their farms and the world oil situation continues, more families are requiring financial assistance.*

Between 1982 and 1986 the average amount of income a family in poverty needed to reach the federal poverty threshhold increased by 12.7%, from $3,896 to $4,394.



Take the 60-minute pledge

July and August to be special Blueprint fund-raising months

"A promise made and not met is forfeited. This has never been the practice of the United Brotherhood. We have a long tradition of meeting our responsibilities. The case in point is Blueprint for Cure," wrote General Secretary John S. Rogers in a recent memorandum to local unions, districts and state councils.

Hundreds of thousands of dollars have been donated toward the $10 million goal set four years ago. This is the amount needed to build the research center on the campus of the University of Miami. Unfortunately, things are not moving as quickly or as successfully toward reaching our goal as anticipated.

In January of this year the groundbreaking took place for the center as was previously reported. But more funds are needed to build the facility. "Every hour of delay in reaching our committment places in jeopardy millions of Americans, a consequence we should not permit to continue," Rogers wrote.

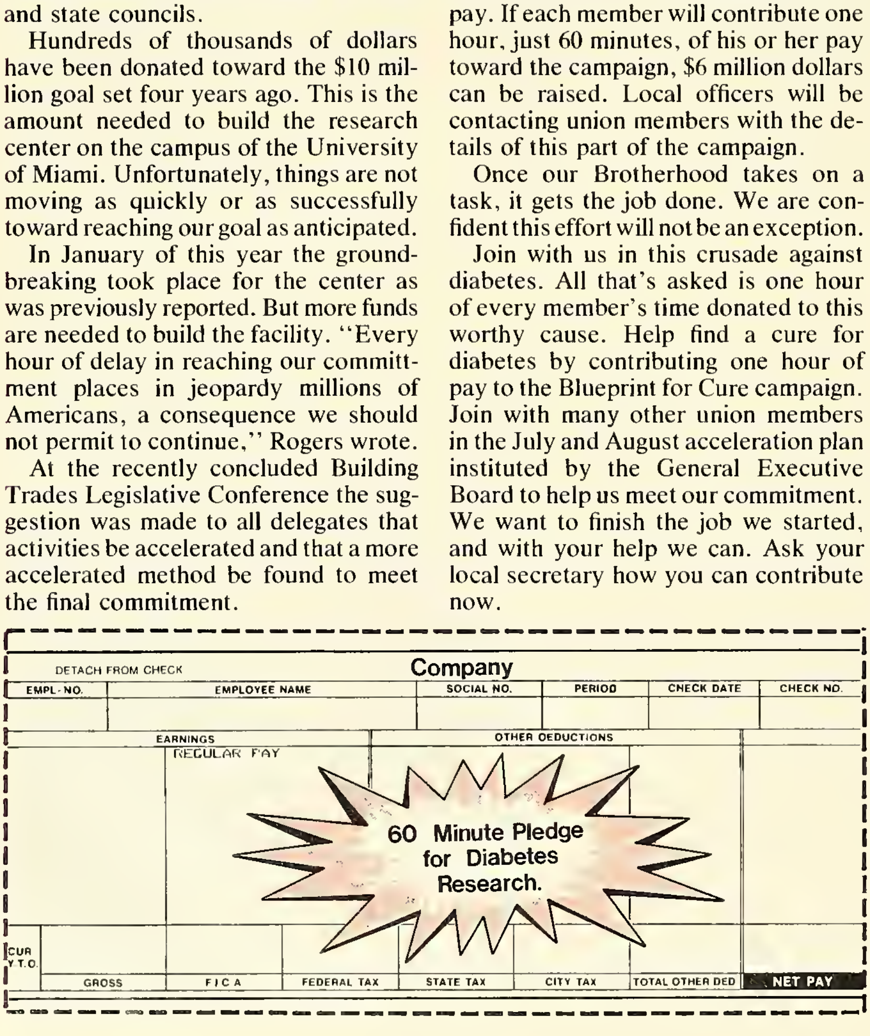
At the recently concluded Building Trades Legislative Conference the suggestion was made to all delegates that activities be accelerated and that a more accelerated method be found to meet the final commitment.

The consensus was—and this was also endorsed by the Brotherhood's General Executive Board—that July and August be set aside as months to campaign in the fight against diabetes.

It is requested that every member of the Brotherhood participate in this acceleration process by donating one hour's pay. If each member will contribute one hour, just 60 minutes, of his or her pay toward the campaign, $6 million dollars can be raised. Local officers will be contacting union members with the details of this part of the campaign.

Once our Brotherhood takes on a task, it gets the job done. We are confident this effort will not be an exception.

Join with us in this crusade against diabetes. All that's asked is one hour of every member's time donated to this worthy cause. Help find a cure for diabetes by contributing one hour of pay to the Blueprint for Cure campaign. Join with many other union members in the July and August acceleration plan instituted by the General Executive Board to help us meet our commitment. We want to finish the job we started, and with your help we can. Ask your local secretary how you can contribute now.



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In a special nationwide memorandum to all U.S. affiliates, General President Lucassen said:

"A promise made and not met is forfeited. We made a commitment more than three years ago to raise funds for the National Diabetes Research Institute in a campaign we call "Blueprint for Cure."

"Since that time, through many efforts, more than $2 million has been raised. Needless to say, much more is needed.

"Meanwhile, diabetes, what some people call "the sugar disease," continues to take its toll. It strikes many in our own organization. Whenever we have asked at a UBC conference for a show of hands as to how many present have friends or loved ones afflicted with diabetes, a large number of hands have gone up.

"Your General Executive Board, with your consent and support, agreed to provide strong leadership in **an unprecedented effort by organized labor to build the single most advanced diabetes research facility in the world.** With strong support from the Building Trades, this ambitious public service project became known as Blueprint for Cure.

"With your support, we have come a long way in our fund-raising effort, and **ground was recently broken for construction of the institute.**

"Next November, we will mark the beginning of our fourth year of work with "Blueprint for Cure." That's long enough for "unfinished business."

"That's why your General Executive Board has mounted a special drive this summer to **obtain from every UBC Member a 60-minute pledge.**

"If every member of our Brotherhood contributes an hour's pay to Blueprint for Cure, we can raise more money that way than we have in almost four years of effort. We're asking for "the 60-minute pledge" now!

"If every member contributes his or her prorated amount, it will add up to $6 million or more by the end of August. In this way we can raise the necessary funds in the shortest period of time, thereby insuring early completion of the research center and shortening the time for finding a cure for diabetes."

"Once our Brotherhood takes on a task, it gets the job done. We are confident that the 60-minute pledge contribution will not be an exception."

The **Carpenter** magazine will publish periodic reports on campaign progress.

We urge you to take the 60-minute pledge now!

Recent contributors to Blueprint for Cure

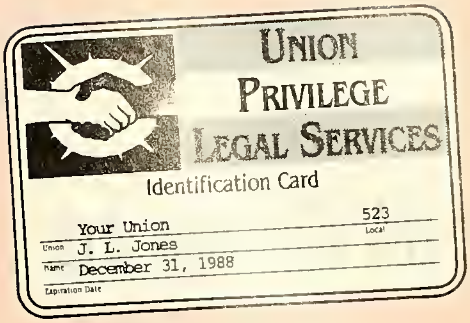
The following local unions contributed to Blueprint for Cure: Locals 54, Chicago, Ill.; 125, Miami, Fla.; 248, Toledo, Ohio; 1026, Miami, Fla.; 1889, Downer's Grove, Ill.; and 1338, Charlottetown, P.E.I.

Individual contributors included: Richard Alfred, Alexandrino and Anna Bastos, George Besta, Robert and Beth Burke, Irving and Ann Cohen, Michael and Laurie Cupo, Patrick J. Curtis, Antonio and Maria da Silva, Andrew DellaVentura, John A. Gustafson, Edward J. Hodge, Michael Husar, Richard J. Lynch, Kevin and Holly McCrea, Sr., Alex and Lima McKechnie, James H. Morgan, John and Mercedes Piparo, R. L. Stine, John Tiplady, William C. Totten Jr., Sigurd Lucassen, Jeffrey and Loretta Weingart and Marc Yorgan.

There was also a contribution in memory of Harvey D. Barnhill of Local 1597, Bremerton, Wash., and others from P. G. DiFabio Construction, Inc., and the Luther A. Sizemore Foundation.

Attendees at the 1988 Carpentry Training Conference in Kansas City, Mo., "passed the buckets" for an early DADs Day demonstration and collected $2,000 for the Diabetes Research Institute. UBC Training Director Dennis Scott, right, presents a check for the combined donation to First General Vice President John Pruitt and Retired President Campbell.

New benefit for UBC members



UNION
PRIVILEGE
LEGAL SERVICES
Identification Card

Your Union 523
Local
Union J. L. Jones
Name December 31, 1988
Expiration Date

Union Privilege Legal Services puts a lawyer within your financial reach

The United Brotherhood is now participating in a unique, nationwide legal service program which offers free and low cost legal assistance to UBC members and their families. This new service removes fear of the unknown from the process of engaging a lawyer.

Members of unions participating in the United Brotherhood AFL-CIO program will receive free initial legal services and 30% discounts on more complex matters. The program has no annual fee or enrollment cost.

Union Privilege Legal Services has created a national panel of labor-friendly attorneys pledged to serve the personal legal needs of the 13½ million members of AFL-CIO unions. Now, whether it is a complicated document to be signed or a legal question for which advice is needed, a lawyer is available.

The new benefit is for the exclusive use of members of participating AFL-CIO unions, their spouses and dependents, all on a strictly confidential basis.

Each participating union has a catalog of the names and addresses of participating lawyers and their specialties. Members will soon be able to obtain the names of lawyers in their area from their local union or by contacting Union Privilege Legal Services.

The panel of lawyers serving the program was selected from lawyers involved with the labor movement and those involved in other group plans. Each lawyer had to be interested in serving union members: agree to provide all program benefits, both free and discounted; provide written fee agreements with all program participants; keep each member fully informed of the status of his case; and abide by the administrative responsibilities of participation.

Each lawyer has contracted with the program to provide quality legal services for Carpenter members and their families. To further ensure quality, each union member/client has the opportunity to evaluate the lawyer's services. The attorney's performance is overseen by the program's administrator.

Similar programs offered by commercial firms charge up to $150 per year for this service. But the purchasing power of 13½ million AFL-CIO members make it possible to provide this legal assistance program with no annual fee or enrollment cost.

The program's benefits are:

Free 30 minute consultation. The unionist or a member of his or her family meets with a participating attorney or by phone on any matter. There is no limit on the number of consultations, provided each is about a separate matter.

Free document review. Costly mistakes can be avoided by understanding what one signs. Personal, non-business transactions, such as leases, insurance policies and installment sales contracts, can be carefully reviewed.

30% discount on additional services. If you are faced with a more complex legal matter, your participating lawyer will charge you only 70% of the lawyer's normal fee.

Written fee agreement. Your attorney will provide you with an agreement on fees. This protects you by preventing surprises.

Quality control. Each time you use the service, you will be asked to evaluate your lawyer. Your lawyer will provide a simple short form to be returned to the program administrator. You can choose whether or not to identify yourself.

"When You Need a Lawyer". A brochure outlining the program in more detail is available through participating unions or from the Union Privilege Legal Services at 815 - 15th Street, N.W., Washington, D.C. 20005.

We will be distributing all necessary data to affiliates shortly.

Washington Report

1987 WAGE VIOLATIONS

Assistant Secretary of Labor Fred W. Alvarez reports that $126 million is owed to nearly 488,000 workers for violations of the Fair Labor Standards Act in fiscal year 1987.

The FLSA enforcement program disclosed 155,000 workers were due $28.5 million as a result of minimum wage violations, and 329,000 employees were underpaid $98.0 million as a result of overtime violations. Of these, employers agreed to pay $20.2 million in unpaid minimum wages to 136,000 workers and $79.5 million to 293,000 workers due overtime pay, totaling $99.7 million. The difference reflects cases in litigation or those brought by individuals in private suits to collect back wages.

ENERGY TAXES HURT POOR

The National Council of Senior Citizens has released a study that shows that energy taxes have a much deeper impact on the poor than on the non-poor, and that adoption of any new type of energy tax would be a "calamity" for older persons with low incomes.

The study, a cooperative effort with Villers Advocacy Associates, found the low-income elderly households are currently spending four times as much of their available income on energy as that spent by households with average income. For the poor, energy taxes are not only unfair, but unaffordable, the study concluded and urged strong public opposition to all proposals for new energy taxes, now coming from both members of Congress and the presidential candidates.

CONSULTANTS MUST FILE

A lawsuit by the UAW against Tate, Sykes and Bruckner, a consultant firm hired to defeat the union's organizing efforts at Kawasaki Motors Corp., has resulted in a federal court ordering the Department of Labor to start enforcing a law requiring anti-union consultants to file reports of their earnings.

Now anti-union strategies that have been hidden from public view must be reported. The Labor Department had only required reports from consultants who spoke directly to employees in a unit. This allowed many consultants to work invisibly, and, as a result, only 25 consultants filed reports in 1986 as compared to 124 in 1980.

The court also held that employers must report that portion of supervisor compensation that reflects time spent on puersuasive activities. The Labor Department was of the opinion that this, too, was exempt from disclosure.

INDOCHINESE REFUGEES

The AFL-CIO has called on the U.S. government to respond to the plight of Vietnamese, Cambodian and Laotian refugees who it said are suffering brutal treatment on the seas and in refugee camps.

The federation's executive council, at its quarterly meeting here, noted that nearly 35,000 people remain interned "in dismal camps in Thailand, Malaysia, Hong Kong, the Philippines and Singapore." Many have been there for more than four years, the council said, and the developed nations, including the U.S., have been slow to resettle the refugees.

The council said the government of Thailand reportedly has encouraged local fishing vessels to interdict refugee boats and tow them out to sea.

The council urged the U.S. government to ask Thailand to allow all refugees to reach its shores and to cooperate with the United Nations High Commissioner for Refugees in screening those seeking asylum. It also called on the U.S. government to provide additional funds for facilities for housing and care of refugees in Thailand.

The AFL-CIO also asked that the U.S. government urge Vietnam to improve and expand its Orderly Departures Program. It asked the government to actively monitor refugee protection throughout Asia; give priority under refugee admissions allocations for East Asia to those in asylum camps; and to urge other developed nations to open their doors to refugees.

OSHA STEPS UP INSPECTIONS

The Occupational Safety and Health Administration hopes that by stepping up its inspection procedures at high-hazard worksites that report low injury and illness rates it will provide an "extra measure of certainty" that employer-kept injury and illness records are accurate, according to John A. Pendergrass, assistant secretary of labor for OSHA.

OSHA investigators will look firsthand at hazardous operations in every facility they visit. A national directive also gives inspectors additional authority to expand a routine recordkeeping inspection into a comprehensive safety and health investigation, if conditions observed in the plant warrant it.

This system will not apply to non-manufacturing sectors, such as construction, where OSHA's inspection schedule is determined by factors other than injury and illness rates.

The UBC is currently urging Congress to require OSHA to allow union representatives to accompany inspectors during plant or construction site visits.

HEALTH CARE the Canadian way

Despite its widespread application, public health care in Canada costs only 9% of the nation's gross national product, compared to 11% in the United States, according to one study.

In the November 1987 issue of *Carpenter* we published an article on the growing concern regarding health care in the United States. In response to this article, we received a letter from Canadian member Owen F. Lindsay, retired from Local 1151, Millwrights and Machine Erectors of Thunder Bay, Ontario.

Our November article opened by listing several concerns of union members regarding the health care and maintenance of senior citizens. It talked of families and individuals becoming destitute under the present U.S. health care system; parents having to make a choice between educating one child or paying for medical care for a cerebral palsy sibling; and a couple forced into divorce in order to secure Medicaid.

"Not one of the above traumatic situations will ever apply to a Canadian citizen! Every resident of Canada is covered by a comprehensive government and/or employer pre-paid plan that covers all doctors and hospital fees, including surgery of all kinds!" wrote Lindsay.

"Also, while one is in the hospital, *all* drugs and incidentals are supplied without any fee. One can be in the hospital for a day, a week or months and owe absolutely nothing on being discharged," he continued.

Upon digesting the contents of Lindsay's letter, we contacted the Canadian embassy in Washington, D.C., to receive further information on the Canadian health care system Lindsay praised in his letter. Embassy officials referred us to the booklet "Health and Welfare, Reference Series No. 18," published by the Secretary of State for External Affairs. Following are some of the points included in the Canadian system:

CANADIAN HEALTH COVERAGE

In promoting the health of Canadians, the federal government is concerned with health matters of national and international scope. It gives financial support to provincial medical and hospital insurance programs and to the development of other health services. To carry out its objective, the federal government contributes to the cost of provincially-operated hospital and medical care insurance plans.

Originally, the federal contribution to the provinces was based on the cost of insured services incurred by the provinces, with the federal government reimbursing the provinces for approximately 50% of the cost of insured services. But, beginning in 1977, federal contributions to the established provincial programs of hospital insurance, medical care and post secondary education are no longer directly related to provincial costs but take the form of a transfer to the provinces.

In addition to this change, the federal government has also been making cash contributions based on population to the provinces towards the cost of extended health care services such as nursing-home intermediate care, adult residential care, converted mental hospitals and ambulatory health-care services.

The federal Health Resources Fund provides the provinces with 50% of capital costs towards the building, renovating and equipping of facilities for research and training health personnel. And, under the Canada Assistance Plan, the federal government contributes 50% of the costs of health care services not covered by the national health insurance programs or the extended health care services program that provinces make available to persons who are eligible because of proven financial need. Payment of premiums is required in Ontario and Alberta for families able to pay.

Health care is provided by each province to all its "covered residents" on equal terms and conditions, without exclusion, on grounds of age, occupation, income or pre-existing conditions. Covered residents are defined as persons who are legal residents and who make their homes in the province.

Most provinces require a waiting period of up to three months before new residents become eligible for coverage, but interprovincial arrangements provide for continuous coverage when an insured person moves from one province to another.

FINANCING CANADIAN HEALTH

The cost of insured hospital services is borne almost entirely by the federal and provincial governments.

The provinces raise their share of the cost of hospital services in a variety of ways, reflecting local conditions and preferences. Each province and territory makes at least some use of general tax revenues to finance its share of program costs.

Newfoundland, Prince Edward Island, New Brunswick, Saskatchewan, Manitoba and the Northwest territories are financed entirely from this source. Nova Scotia designates a sales tax to be used in part to finance hospital insurance operations. Quebec has an income tax surcharge and a tax on wages and salaries paid by employers, which, in part, finance hospital insurance operations as well.

Ontario raises a part of its contribution by a premium, combined with medical insurance, on an annual basis. Alberta levies an annual premium on single persons and families of two or more persons under the Health Insurance

Continued on Page 8

Health Care

Continued from Page 7

Premiums Act, which includes both hospital and medical insurance.

In Alberta, British Columbia and Quebec, part of the financing is derived from authorized charges to individual patients able to pay. These fees are payable by the patient at the time of service and are deductible from provincial payments to hospitals.

Seven of the 12 provincial and territorial medical insurance plans finance their share of costs entirely from general taxation revenues. In these jurisdictions there is virtually no direct cost to families, apart from additional billings that some doctors may make, which are limited by each provincial plan.

TYPES OF HEALTH CARE

In Canada, public health comprises those institutions, services and activities that are concerned primarily with the health of the community rather than health care for individuals. It includes environmental sanitation, which is concerned with the purity of air, water and soil; occupational health services including protection from radiation, occupational safety, traffic safety and noise abatement; the control of infectious diseases such as tuberculosis and venereal disease; case-finding programs concerned with diabetes, glaucoma, tuberculosis and cancer; control of food standards, contamination and additives; the safety of drugs; maternal and child health; preventive activities concerning cancer; alcohol and drug addiction; mental illness and retardation; poison control centers; quarantine; and health education.

The list below includes the benefits every Canadian is entitled to under national health coverage:

Physicians' services—Premium assistance, partial or complete, is available for residents with limited means in the premium provinces. Under the provincial plans, welfare recipients are covered on the same basis, as far as benefits are concerned, as the general population. Social-assistance recipients may also receive broader benefits, including such generally non-insured items as travel allowances and telephoned advice. The cost of these additional items being ordinarily shared under the Canadian Assistance Plan. Any extra billing by physicians, where practiced, is usually waived.

Hospital Care—Hospital insurance programs in every province provide coverage for social assistance recipients without payment of premiums or direct charges at the time of service, as Owen Lindsay noted earlier.

Prescribed drug benefits—Some provinces cover virtually their entire populations or such categories as those 65 years and over for a drug benefit. These benefits consist of practically all approved prescription drugs and some unprescribed medications. Payment rates to pharmacies or dispensing physicians are negotiated by the provincial governments. In some provinces certain patients may be required to pay a portion of the retail charge.

". . . every citizen who is 65 years of age is issued a 'drug card' by the province. This card entitles a patient to take the doctor's prescription to the druggist of choice to have it filled out at no fee at all," stated Lindsey about his home province of Ontario. This also holds true in Nova Scotia.

In British Columbia, Alberta, Saskatchewan, Manitoba, New Brunswick, Quebec and Newfoundland, all provincial social aid recipients are enrolled under programs which provide prescription drugs. In Quebec, persons 65 and over are entitled to the same benefits.

In line with the scope of public health, most provinces supply, through their health departments, certain drugs that are important in the prevention of infections and for certain conditions requiring lengthy treatment where therapy costs can be very high—for example, venereal disease, rheumatic fever and tuberculosis.

Dental Benefits—Some provinces operate universal, or nearly universal, dental programs for children as well as adults 65 and over. Benefits under these dental plans usually exclude certain specified services and require prior authorization for some services.

In three most westerly provinces, posterior bridgework, prophylaxis and paedodontics are excluded.

Prior authorization is required in British Columbia and Saskatchewan for dentures, relines, gold inlays, orthodontia and periodontia. Payments to dentists under each of these plans are at fixed rates. The patient is required to pay a co-charge of approximately 50% of the cost of dentures in Alberta and Saskatchewan.

Optical benefits—Health benefit schemes for social assistance recipients in the four most westerly provinces include certain optical services and eye glasses. Frames, lenses and fittings continue to be benefits of the provincial health benefit plans in the western provinces. Certain restrictions generally govern the amount that will be paid for embellished frames.

Other health care benefits—These benefits would be included in some provinces when not otherwise available to all residents under special programs: home nursing, appliances, physiotherapy, podiatry, chiropractic and emergency transportation.

In Lindsay's letter, he described other types of services provided in his home province of Ontario. Some are provided by the province while others are provided to all Canadians, no matter where they reside. The following is an excerpt from his letter:

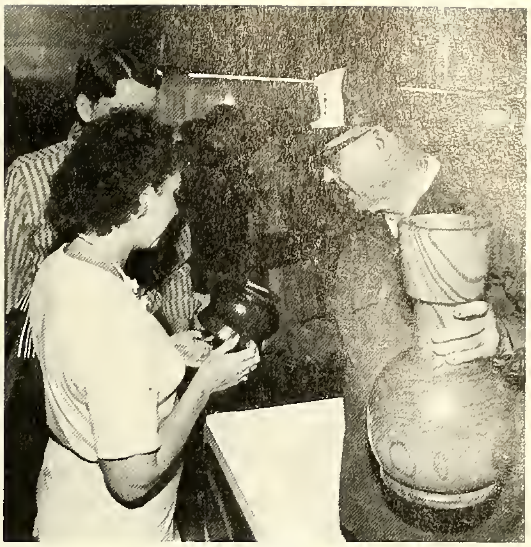
"We have ground ambulance and air ambulance to anywhere in Ontario. Our community of 4,442 people in isolated bush country has two ground ambulances which are staffed by trained volunteer paramedics on 24-hour standby call. If a patient needs care not available in our 32-bed hospital with four family practitioners, they can be taken to a major center 120 miles away by ground ambulance. If the ambulance is called by an individual and not dispatched or called for by a doctor, the fee is $22.

"If the medical care that can only be provided for is of an emergency nature in the distant community, the patient is taken by either wheeled or helicopter air ambulance *without* any fee at all. These air ambulances are fully equipped with every type of medical facility available and staffed by two highly trained paramedics. These aircraft units are on 24-hour standby the year round.

"If a patient cannot be treated in our nearest center 120 miles away (heart bypass or replacement), he will be flown to Toronto, and additional 900 miles, again without charge. When the patient recovers, this routine is put in reverse until they are again in their own community.

"In exceptional complex medical cases, patients may be flown to the U.S. medical centers."

Lindsay explained that a Canadian citizen wishing to travel can purchase an extended coverage plan for $1 for every day they are out of the country. "If a Canadian tourist takes seriously ill or is injured very badly, our air ambulance will be dispatched to return them to Canada free of charge."



Crowds gathered around the United Brotherhood's exhibit to see the displays and win prizes. At right, Fred deVeer, a retired member, demonstrated his skills at a wood lathe and talked with show visitors.

New Orleans welcomes the Union-Industries Show

New Orleans, often called "the city that care forgot," hosted the 1988 AFL-CIO Union-Industries Show, May 6–9. The annual exhibition was held at the Rivergate Exhibition Center on the Mississippi River waterfront.

It was a four-day extravaganza in which the United Brotherhood participated, and it underscored for citizens of the Crescent City the virtues of union skills and union products.

The New Orleans District Council prepared and maintained this year's displays, showing the workmanship of its members with pictures and live demonstrations.

The U-I Show celebrated its 50th anniversary this year. It featured 300 exhibits of American labor and industry and offered up tens of thousands of dollars in prizes, product samples and giveaway items. Mayor Sidney J. Barthelemy proclaimed May 4–10 as AFL-CIO Week in New Orleans.

The exhibition hall was festooned with "Union Yes" banners, as Federation Secretary-Treasurer Thomas R. Donahue opened the show with a ribbon-cutting ceremony. Louisiana Federation President Victor Bussie indicated the importance of the products and services on display when he told the assembled crowd that President Reagan should notice the capabilities of American workers as exhibited at the show and focus his efforts on the export of these products rather than the export of jobs, thus overcoming trade deficits.

The 1989 Union-Industries Show will be held May 5–8 in a new convention center in San Jose, Calif.

At left, below, district council and international leaders who attended the exhibit. They included, from left, New Orleans District Council Secretary Larry Bourg, First General Vice President John Pruitt, L.J. Broussard, 4th District Board Member E. Jimmy Jones, General Secretary John S. Rogers, Fred deVeer and Tony Campo. At right, below, are New Orleans members who worked at the show. Kneeling, Jimmy McConduit, assistant business agent, Local 1846; standing, from left, Tony Campo, Ivy Gaudet, "Bubby" Broussard, Fred deVeer and Kenny Sears, financial secretary, Local 1846.

UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA

OF PRIDE
UNITED WE

Brotherhood successful at America

"Leave Home Without It" Campaign ends as projects go union in many

PAC
CONSTRUCT
CORPORATI

APRIL 1986

Members of Local 225 picketing a non-union job being done for Robinson-Humphrey, an American Express subsidiary, in Atlanta, Ga.

MAY 1986

The New York City District Council handbilling the American Express annual shareholders' meeting.

MERICAN EXPRE

FEBRUARY 1987

American Express boycott leaflets being passed out at an American Express office by UBC members in Connecticut.

After nearly two years of consistent consumer boycott pressure from UBC members, the Brotherhood's "Leave Home Without It" Campaign against American Express Company has resulted in fairer construction practices and increased job opportunities for Brotherhood members. A close monitoring of recent company projects indicates that fair union contractors are constructing company facilities in every region of the country.

In response to American Express' use of non-union contractors to build its regional credit card facility in Greensboro, N.C., the Brotherhood initiated its "Leave Home Without It" publicity campaign. The response of Brotherhood members was tremendous. American Express, the world's largest credit card company, was a formidable target, but the consumer boycott hit home, as the company received thousands of cut-up credit cards. Consumer handbilling was also conducted by UBC councils and locals at major American Express offices throughout the country.

Since the beginning of the campaign, construction projects of American Express and its major subsidiaries, including Shearson-Lehman, The Balcor Co., IDS, Robinson-Humphrey and The Boston Co. have been closely monitored. The track record of union construction on these projects has been

House of Representatives turns back Davis-Bacon attack, ba

The House voted 213-195 for a labor-backed measure to update the 57-year-old Davis-Bacon Act and defeated 210-204 an attempt to undermine prevailing-wage protection on military construction contracts.

Davis-Bacon requires payment of locally prevailing wages and benefits to workers on federally-funded construction contracts of $2,000 or more. Changes adopted by the House basically would adjust the $2,000 threshold for inflation since 1931. The threshold for coverage would be raised to $50,000 on new construction and to $15,000 on contracts for repairs, renovation and rehabiliation.

The amendment approved by the House is identical to a bill (HR 2216) passed last fall by the House Education and Labor Committee. The bills were co-sponsored by Reps. Augustus F. Hawkins (D-Calif.), the committee chairman, and Austin J. Murphy (D-Pa.), chairman of the subcommittee on labor standards.

The provisions include safeguards to prevent employers from carving up contracts to avoid coverage, as well a ban on replacement of journeymen or apprentices with lower-paid "helpers"

Additionally, it includes a provision extending private right of action to allow interested parties to sue the government and contractors for non-compliance with prevailing wage determinations, which are currently handled administratively by the Department of Labor.

On the helper ban, Murphy said, "We do not want to encourage contractors to use helpers at wage rates that are below the prevailing wage for the area."

The Senate has not yet acted on the measure, and renewed attempts to weaken Davis-Bacon standards are expected in that body.

Building Trades Department President Robert A. Georgine urged enactment of the measure, hopefully to put an end to the "irresponsible" attempts to undermine Davis-Bacon and "strip working people of this basic protection.

A labor-opposed measure, which was

xpress

f the country

solid, as the company afforded union contractors fair opportunities to secure the work. Work on company facilities in Georgia, Florida, Arizona, Michigan and New Hampshire has been done with union craftsmen. The company's positive building record reflects a recognition of the value and quality of union construction.

Building on Success

"When we started this campaign, fairness was the key issue," said General President Lucassen. "At that time, we vowed to let American Express and any other company that works against the interests of working men and women know that we will fight back. We've accomplished that at American Express. Brotherhood members responded to the call and got the job done. Now, we must build on this success. We've set the standard with American Express. If they can build their facilities in a way that upholds fair standards, supports communities and enhances shareholder values, by using union tradesmen, why can't others? In the coming months and years, the Brotherhood will continue to educate our members, consumers and the general public about the importance of fair construction practices. We intend to fight wherever necessary to protect decent work standards and the principles of trade unionism."

elper' in funding bill

narrowly defeated by six votes, was offered by a conservative coalition as a competing amendment to the Defense Department funding bill.

Offered by Reps. William l. Dickinson (R-Ala.) and Charles W. Stenholm (D-Texas), the amendment would have raised the Davis-Bacon threshold on military construction projects to $250,000. This would have exempted about 70% of Defense Department projects from Davis-Bacon, according to the AFL-CIO. The Dickinson amendment also would have allowed virtually unlimited use of low-paid helpers in place of journeymen and apprentices.

The cost-conscious Reagan administra-

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Members of the Houston District Council of Carpenters picket the L-P annual meeting of shareholders in Montgomery, Texas.

RECENT LEGAL ACTIONS CHALLENGE L-P

A federal court in Colorado levied a $65,000 fine on Louisiana-Pacific Corporation for violating federal air pollution control laws at its waferboard plants in Kremmling and Olathe, Colo. The environmental fines are the latest chapter in a continuing controversy involving the two waferboard mills. The problems began several years ago when L-P's initial permit applications filed with the Colorado Department of Health failed to mention that formaldehyde emissions would be produced by the plant. These application omissions were brought to the attention of the public health authorities by the UBC and the applications were denied.

Residents worry about toxic emissions

In addition to the EPA litigation, residents living near the mill have filed a lawsuit against the company claiming that the toxic emissions from the plant have impaired their health. Families living near the mills have experienced respiratory and related problems since the mills started operations. L-P initially used a formaldehyde resin in the manufacture of waferboard at the plant. Formaldehyde is a known carcinogen. L-P switched to a dephenylmethane diisocyanate (MDI) based resin. The MDI-based resin has created skin irritation and respiratory ailments among the mills' workers.

Shareholder action questions acquisition

In another legal action involving L-P, the Brotherhood's Western Council initiated a shareholder suit against the company under federal securities law. The subject of the litigation in federal court was the company's recent acquisition of Rounds & Porter Lumber Company in Wichita, Kan. The complaint stated that "Rounds & Porter was owned by the brother (now deceased) and sister-in-law of Ralph C. Rounds, an L-P director from 1973 until after the acquisition."

The Rounds & Porter acquisition was a major topic of discussion at L-P's annual meeting held in Montgomery, Texas. Company officials remained tight-lipped about the transaction and the relationship between L-P Chairman Merlo and the Rounds family in response to UBC representatives at the meeting.

Court depositions of Merlo and research showed that Merlo's first job in the lumber industry was provided by Ralph M. Rounds, the original owner of Rounds & Porter Lumber Company and father of former L-P board member Ralph C. Rounds.

The questioning of the L-P officials at the meeting was in conjunction with a shareholder resolution calling for the establishment of an acquisition committee of the L-P board designed to insure that corporate acquisitions initiated by the company were properly motivated. The proxy material also cited the longstanding relationship between L-P Chairman Harry Merlo and the Rounds family, which originally owned the lumber distribution company.

The relationship between Ralph Rounds of L-P and Betty Rounds, the

Continued on Page 16

Brotherhood's Computerized record system expanded for small locals

CAPS-PC has been modified to fit the smaller local's budget as well as its facility. The new system is shown above during a demonstration.

In the early 1980's the Brotherhood's general office developed CAPS—Carpenters Affiliates Processing System—a computer system to make the office work of local unions easier to manage. Due to the cost of CAPS, smaller affiliates were unable to afford the system at that time.

The General Office recently announced the expansion of CAPS-II, an updated version of CAPS, to include CAPS-PC now available for small local unions. CAPS-PC has all the software features that the larger UBC locals have been utilizing at a price affordable by even the smallest affiliated locals. Some of the features of CAPS-PC include:

- Automated loading of membership information from the General Office per capita report
- Official receipts
- Automated listings of members and letters to members in arrears or going into suspension
- Automated paid through date computation
- Letters to selected membership groups
- Automated per capita and daybook reporting to the General Office
- Dues history by member
- Many more features for tracking contractors and job referral support.

Until recently the CAPS system was used primarily by the larger local unions due to the design and overall cost of the system with its associated computer hardware. Many of the smaller local organizations have indicated that they would like to have the convenience of CAPS on a personal computer.

In December the General Office authorized Computer Data Systems, Inc., to provide the CAPS-II system in a PC version. The result of this effort, CAPS-PC, runs on the IBM PC/XT or the IBM-PS/2. CAP-PC requires that your IBM-PC be equipped with a minimum of 640kb of main memory and at least a 20 megabyte hard disk for storage of the data. CAPS-PC operates on the MS/DOS operating system in version 3.0 or 3.3.

Prior to distributing CAPS-PC, Lew Pugh and the staff of the research department at the General Office reviewed and certified the software. The software was also reviewed by Don Mellin, the director of information systems at the General Office. These reviews were an integral part of the development of CAPS-PC.

CAPS-PC has been delivered to several locals including Local 5 in St. Louis, Mo.; Local 107 in Worcester, Mass.; Local 361 in Duluth, Minn.; and Local 424 in Hingham, Mass. Kris Allen from Local 361 is the first local employee to be trained on the operation of CAPS-PC.

CAPS-PC is available directly from Com-

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William A. McGowan

William McGowan retires as counsel

William A. McGowan, who has served as general counsel for UBC since 1969, retired June 1. His plans are to return to Staten Island, N.Y., with his wife to enjoy his much deserved retirement.

McGowan joined the UBC in 1954 as assistant general counsel after serving as a trial attorney and hearing officer for the National Labor Relations Board.

He was born in 1918 in Staten Island. Upon his graduation from Manhattan College in Riverdale, N.Y., in 1938, he entered the Brooklyn Law School. He graduated in 1941 with an LLB degree cum laude. At that time he served as editor in chief for the *Brooklyn Law Review*. McGowan served during World War II in the army with 36 months overseas duty. After returning to the states he began practicing law in New York City.

Hutcheson Memorial Forest may get 700 additional acres

More than 700 acres of environmentally sensitive land may be donated to the Rutgers University Hutcheson Memorial Forest and the Delaware and Raritan Canal State Park.

The land would be donated by housing developer K. Hovanian Inc. and would meet guidelines set by a new open space preservation ordinance.

The ordinance allows developers to construct 5% more homes than previously allowed under regular zoning regulations in exchange for preserving at least 40% of the tract as open space.

"In the past decade, the population increase has been extremely rapid," Hutcheson Memorial Forest Director Edmund Stiles said. Increasingly, Stiles has found himself worrying about zoning ordinances and new housing developments which would effect the forest, but the building boom may instead allow the forest to expand.

Hovanian plans to ask for a 4.2 increase in permitted units and will set aside 41% of the tract as open space. Under the ordinance, open space must be donated to the township or town-designated preservation group, and the Environmental Commission is expected to ask that the land be donated to the forest's directors.

Hutcheson Memorial Forest is world-renowned and listed on the National Park's Register of Natural Landmarks. Scientists from all over the world have asked to study and visit the forest.

The land's history dates back to 1701, when Middlebush Village founder Cornelius Wyckoff bought 1,200 acres of what is now Franklin Township. A 64-acre plot, later named Mettler's Woods, was never cleared, and this virgin forest is the last of its kind in New Jersey and part of a handful left on the Eastern seaboard.

Mettler's Woods, along with 112 acres of young forest and cleared farmland, were bought by a citizens group and the United Brotherhood of Carpenters and renamed after former UBC president William L. Hutcheson. The land was deeded to Rutgers University in 1955, and a provision of the deed states that Mettler's Woods be studied but not disturbed.

The expected addition of the Hovanian property will expand Hutcheson's goals of education, preservation and research.

Blue-collar power brings fair play to annual meetings

UBC pension funds flex shareholder muscle

Brotherhood pension funds are taking a leadership role among worker retirement funds in the advocacy of important shareholder issues. At numerous corporate annual shareholder meetings, UBC pension funds were the proponents of shareholder resolutions which received significant shareholder support. The shareholder activities were coordinated by the Corporate Governance Project of the UBC special programs department, which is a program designed to help Brotherhood funds exercise their shareholder rights.

The targets of the pension fund resolutions were various anti-shareholder measures used by corporate managements to help entrench themselves. The growing number of corporate takeovers have prompted many corporate officers to seek protection behind anti-takeover provisions.

These management protection measures include "poison-pills" designed to make a takeover prohibitively expensive; "super-majority" vote requirements designed to make shareholder approval of major restructurings very difficult; and items such as "golden parachutes" designed to fill the pockets of officers ousted following a successful takeover. While the Brotherhood stands opposed to disruptive corporate takeovers, action against management moves to insulate themselves must also be challenged.

A shareholder proposal submitted by the Nassau County Carpenters Pension Fund to the Weyerhaeuser Company called for a return to a two-thirds shareholder vote requirement to approve mergers and consolidations. The current 80% vote requirement provides the Weyerhaeuser family and associates near veto power over such a vote, as they control nearly 17% of the outstanding shares. At the company's recent shareholders' meeting, 32% of the shares voted were cast in favor of the union pension fund's proposal, despite the opposition of management.

At MCA Inc. and Champion International, anti-"poison-pill" proposals submitted by the Baltimore and Vicinity District Council and the Twin Cities District Council, respectively, each received a favorable vote of 26% of the shares cast.

Earlier in the year, a UBC proxy solicitation at Echlin Co. conducted in conjunction with the Amalgamated Clothing and Textile Workers Union produced votes of 22% to 31% for three shareholder resolutions designed to prod management to improve health and safety conditions at company facilities.

The importance of pension funds actively exercising their shareholder rights is revealed by the potential power of pension funds as shareholders. The pool of worker pension fund assets now exceeds $2.1 trillion and more than half of these assets are invested in the stocks of U.S. corporations. It is estimated that at present, pension funds own over 25% of the outstanding shares of stock of American corporations.

Voting rights of shareholders abused

Arguably the most important right held by corporate shareholders is the right to vote in the election of corporate directors and on issues of importance which must come before the shareholders. Control of the proxy voting machinery is the means by which incumbent corporate managers perpetuate their positions.

A recent study by the Investor Responsibility Research Center entitled "Conflicts of Interest in the Proxy Voting System," exposed a pattern of subtle but effective coercion by corporate officers in the voting of stock held in worker pension funds. The report documents how the "old-boy" network among corporate officers is used to secure the votes of stock held in corporate-sponsored pension funds.

DOL issues strong warning on stock voting

In response to a recent Labor Department investigation of pension voting practices, the department's Pension and Welfare Benefits Administration has issued firm guidelines for pension fund proxy voting. The formal statement on the obligations of ERISA fiduciaries came in the form of a letter from Deputy Assistant Secretary Alan D. Lebowitz to Avon Products Inc., whose proxy voting procedures were under scrutiny.

The statement makes it clear that the voting rights which attach to stock held by a pension fund are assets of the pension plan and must be exercised for the sole benefit of plan participants. The ultimate economic value of the stock must be the primary consideration when fiduciaries vote their proxies.

The DOL letter further instructed ERISA fiduciaries to prepare, maintain and follow written policies on voting, shareholder resolutions, collective action and other rights and responsibilities of ownership. Fiduciaries must document their votes along with the reasons for taking such positions.

The DOL action is the first step in protecting the interests of pension plan participants in the area of stock voting. The recognition of stock voting rights as plan assets and a clear indication of the responsibilities of pension plan fiduciaries should eliminate voting abuses that have become routine. However, aggressive enforcement action by DOL will now be necessary to ensure that the arm twisting and intimidation used by the officers of pension fund sponsors to influence proxy voting does not simply go underground.

Political action and you

from the Congress

THE TRADE BILL—Despite intense opposition, President Reagan vetoed the trade bill on May 24 because of the 60-day plant closing provision. The House of Representatives voted to override the veto, but the override vote failed in the Senate.

The U.S. Chamber of Commerce and the National Association of Manufacturers encouraged Reagan's veto, claiming that plant closing notices would hurt employers who need to shut down plants at will and lay off workers without restriction. But Reagan's own secretary of labor, Ann McLaughlin, admitted that polls indicated that the public supports mandatory advance notice of plant closings. Reagan ignored both the polls, and the findings of the Congressional Office of Technology Assessment which estimated that the advance notice provision would save 300 million each year in unemployment compensation costs.

Democratic representatives blasted Reagan as "apparently believing that the hard-working men and women of America are equivalent to faceless machines which are easily expended according to the whims of management." One Republican congressman was quoted as calling Reagan's veto "ignorant."

Democratic presidential candidate Michael Dukakis said Reagan and Vice President Bush do not understand that "for working families there is nothing more painful than losing a job."

MINIMUM WAGE—The House and Senate have agreed to a compromise minimum wage package which would give three annual increases of 40 cents an hour, resulting in a minimum wage of $4.55 by 1991.

Opponents of the minimum wage increase are promoting an amendment to gut the legislation. It is aimed at allowing a two-tier or sub-minimum wage system, and would benefit large companies with high employee turnover. The AFL-CIO is actively working for a minimum wage increase this year.

INFRASTRUCTURE — Recent bridge collapses, and the poor condition of major highways and mass transit systems nationwide prompted Senator Daniel Moynihan (D-NY) to introduce a bill that could provide states with millions of dollars for infrastructure repair. Robert Georgine, president of the AFL-CIO's Building and Construction Trades Department, warned in testimony before Moynihan's subcommittee that "more than one-half of this nation's existing two million miles of paved roads requires immediate attention and over one-third of the interstate highway system is in critical need of repair."

Get Involved: The National Infrastructure Development Act of 1988 (S 2088) will mean new construction jobs across the country. Write to your member of Congress and U.S. Senators encouraging them to support this important legislation.

from the States

RESTORE CAL-OSHA—The California AFL-CIO led a coalition which obtained 724,000 signatures to restore Cal-OSHA. This was twice the number needed to put the initiative on the state ballot in November. The coalition included 30 labor, environmental, health, legal and community groups.

VOTER REGISTRATION—States with the largest number of electoral college votes are being targeted by groups active in voter registration. Project Vote! has been extremely successful registering people waiting in unemployment lines and at other entitlement offices. The Legislative Committee for Latin American Advancement (LCLAA) is concentrating its voter registration efforts in the hispanic communities of Texas, California and Florida. The UBC has been able to assist with these and other voter registration projects.

. . . And one vote *does* count: The AFL-CIO News reported that the new mayor of Oak Harbor, Ohio was declared a winner 332–331. Unfortunately an absentee ballot arrived after the count which tied the vote. Officials decided to flip a coin, and Jeanne Blausey was declared a winner, again. Officials forgot the law, however, which required a recount when the margin of the winner was less than 0.5%. Ms. Blausey won the recount—by one vote!

UBC political activists speak out

"I'm not a politician, I don't pretend to be. But it is definitely very important to be involved in politics. The biggest thing we find with our members is to keep them informed. It's up to us, the leaders, to get our members informed and registered to vote, because there's still a great percentage that are not registered," says **Pat Eyre, secretary of the Carpenters District Council of Utah.**

"Local politics gets us union jobs, because we stay in touch with politicians. We're able to get information when we need it. We're going to do some precinct walking for the next congressional candidate," says **Skip Landry Jr., secretary of the Santa Clara Valley District Council.**

"We have yet to reach our potential. Many, many jobs are decided on a state and local level, and our members' livelihood is affected. Some of our members are running for planning commission. We are putting together a program to have members attend city council meetings and other important meetings," says **Jim Green, executive secretary of the Bay Counties District Council.**

"All politics are very important. Our state legislature and current administration is of concern to us because of appointees running departments that have jurisdiction over legislation that affects labor. We're hanging on by a thread as to right-to-work, and little Davis-Bacon. Our people need to be concerned with our bread and butter issues, rather than issues that people like Jesse Helms tend to perpetuate. Easier forms of voter registration should be a number one target. Our guys are more mobile because of lack of work. We need easier registration so they are not prevented from voting," says **Bill Lang, secretary of the New Mexico District Council.**

Democratic Convention house parties are around the corner

On July 21 many of your friends and neighbors will host a house party to watch as the Democratic party nominates a presidential candidate. It's not too late to host a house party yourself. Each party will attempt to raise $250 for the presidential and Democratic party Victory Fund.

If you would like to host a party write to the legislative department, 101 Constitution Ave. N.W., Washington, D.C. 20001. You will be sent an Official Host Planning kit, party invitations and an 800 number to call for advice and help. You will also receive party decorations and favors, and a signed photograph of the Democratic presidential and vice-presidential nominees in recognition of your help.

The race for the presidency

As of the primaries held on June 7, Democratic frontrunner Michael Dukakis had secured enough delegates to win the nomination at the Democratic National Convention in Atlanta on June 21. 2,081 delegates are needed to win the Democratic nomination. Dukakis has 2,264 delegates, Jesse Jackson has 1,122. Albert Gore will go to the convention with 290 delegates, although he formally suspended his campaign. There are 478 uncommitted democratic delegates.

On the republican side, George Bush ended the primary season with 1,669 delegates, far outstripping Robert Dole, Pat Robertson and Jack Kemp who ended their campaigns in the spring. 1,139 delegates are needed to win the Republican nomination.

And who will be number two?

The choice of a vice presidential running mate has put both parties in a dilemma. The Democrats are looking toward securing the northeast or midwest with either New Jersey Senator Bill Bradley or Ohio Sen. John Glenn. Both of these candidates would also be helpful in winning the Pacific Coast.

Meanwhile conservative democrats in the South would like to see Georgia Sen. Sam Nunn or Florida Sen. Bob Graham chosen; however choosing one of these Southerners may dampen the involvement of blacks and liberal activists who support Jesse Jackson.

The Democratic National Convention will be held July 21 while the Republican National Convention is slated for August 18, so George Bush will have the advantage of knowing the Democratic vice presidential choice before he makes his own.

If the Democrats choose a Southerner, Bush may feel he has to do the same, possibly naming Tennessee Gov. Lamar Alexander or Former Senate Majority Leader Howard Baker. Other possibilities are Kansas Sen. Nancy Kassebaum, Nebraska Gov. Kay Orr, former UN Representative Jeane Kirkpatrick or Supreme Court Justice Sandra Day O'Connor.

It may be interesting to note that the following states have produced the most vice presidents: New York-11, Indiana and Massachusetts-4, and Kentucky and Texas-3.

CLIC checkoff is coming your way

More and more UBC members are signing up to deduct a portion of their wages or vacation-fund monies to the Carpenters' Legislative Improvement Committee (CLIC). Soon you may be asked to join more than 2,000 UBC members who contribute to CLIC through checkoff. When you are asked to checkoff for CLIC, please sign up. Your contribution to CLIC goes toward electing Congressional representatives who vote for the issues important to you and your family. Sign up for checkoff, receive a UBC hat and become part of the CLIC crowd.

"We control all the work in our area. We have contracts with all municipalities, and they all get prevailing rate. These have come over many years of work at political action, and keeping up our relationships with politicians," says **George Vest Jr., president of the Chicago and Northeast Illinois District Council.**

●

POLITICAL ACTIVIST ALERT!—Are you a political activist in your state? Are you involved in state or local political work? Has your involvement helped your membership?

The political and legislative department has started a new program to increase grassroots involvement in politics by UBC members. Each month we will publish political stories and successes of you, the UBC political activist. Write to: Wayne Pierce, General Treasurer and Legislative Director, UBC, 101 Constitution Ave. NW, Washington, D.C. 20001.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ $10 ☐ $15 ☐ $20 ☐ $25 ☐ other ________

Name ____________________

Address ____________________

City ____________ State ____________

Zip ________ L.U. No. ____________

We're required by law to request this information:

Occupation ____________________

Employer ____________________

Make checks payable to:
CLIC
101 Constitution Ave., N.W.
Washington, DC 20001

Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned. Contributions to CLIC are not deductible as charitable contributions for federal income tax purposes.

Recent contributors to CLIC include: Danny Lee Nardi, Local 200; Frank C. Minnick, Local 721 retiree; Jack Hoeflinger, Local 235 retiree; Charles Trimarchi, Local 53 retiree; Ezra Osterhout, Local 1183 retiree; John A. Plonski, Local 1837 retiree; Kim Pang, Local 745 retiree; Elliot Joseph, Local 17; Mark Corbin, Local 535; and Teddy Halstead, Local 17.

One vote counts . . . Three quickies

Julius Lippman of New Hyde Park, N.Y., was elected judge of the Third District Court by exactly one vote out of 106,641 votes cast. His tally was 53,371 to his opponent's 53,370.

Lawrence Merman was elected judge of the Monroe County (Mich.) probate court by exactly one vote—13,228–13,227. That figures out to a winning percentage of 50.001890001.

Jack McLaughlin was elected to the Havre de Grace (Md.) city council over Wardell Stansbury, 595–592. But when all absentee ballots were counted, it slimmed down to a one-vote victory on the button. McLaughlin picked up eight absentee votes, his opponent 10. Final result: 603–602.

One vote counts!

REGISTER/VOTE

Computer system

Continued from Page 12

puter Data Systems, Inc. Locals may obtain a personal computer from a vendor in their area. Office productivity software such as word processing and spreadsheets may also be obtained from your local computer dealer. The technical requirements in this article will assist your computer dealer in providing you with the appropriate configuration.

CDSI also offers training seminars on the CAPS software. If you would like more information on CAPS-II, CAPS-PC or training, you may contact Computer Data Systems, Inc., directly. Their address is CDSI Union Systems Division, One Curie Court, Rockville, Md. 20850. The contact for CAPS-II and CAPS-PC is Peggy Smith and she can be reached at 301/921-7000 Ext. 7558.

Legal Action, LP

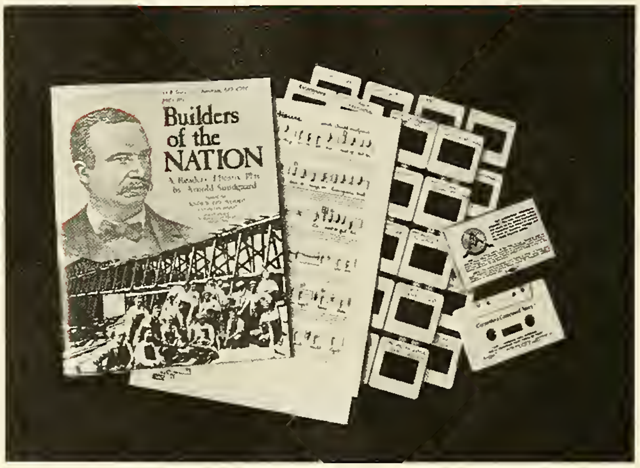
Continued from Page 11

owner of Rounds & Porter, was not disclosed to company shareholders in the company's recent proxy statement issued in conjunction with the company's annual meeting. The shareholder suit argued that the familiar relationship between principals in the two companies should be revealed to shareholders when their vote for corporate board positions are solicited. The court ruled that such disclosure was not compelled by federal securities law and the decision is now on appeal. The fact that Rounds & Porter was in Chapter 11 bankruptcy at the time of its purchase was also not disclosed to shareholders.

Conference for U.S. industrial locals scheduled for August 29–September 2

A conference for representatives servicing UBC industrial members has been scheduled for Portland, Ore., Aug. 29 to Sept. 2, 1988. The conference will focus on the UBC's industrial program for organizing, industry bargaining and effective union leadership and membership participation in the various activities of the union.

All local unions should have received an announcement of the conference. Representatives may obtain further information by contacting the industrial department at the General Office.



BUILDERS OF THE NATION

. . . a readers theater packet ready for presentation in your area

The United Brotherhood's century of struggle to obtain a better way of life for its members is vividly portrayed in a "readers theater" play, "Builders of the Nation" . . . which you and your fellow UBC members can stage in your area "on a shoestring."

The readers theater script is ideal for production by a local community college, a little theater or even by a local union in its own meeting hall. The play requires only a small stage three reader-actors, three stools, microphones, a slide projector and screen, plus, of course, some local talent.

"Builders of the Nation" tells the history of the woodworking craft from colonial days through the founding of the Brotherhood in 1881, World War I, the Great Depression, and on up to the present day. Written by the noted playwright, Arnold Sundgaard, the readers theater play is adapted from the more elaborately staged "Knock on Wood," a play presented in Chicago in 1981 at the centennial convention of the Brotherhood.

The General Office now has available a complete packet of supplies for producing "Builders of the Nation" in your community. It contains five scripts, a set of 41 slides, music scores, a tape cassette with appropriate music, and a set of three posters to promote the showings.

For more information or to order a packet for your local union, contact the General Secretary, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Two unions of carpenters in West Germany

West Coast business representative visits German trade unions under AFL-CIO auspices

Delegation members pass from West to East Berlin through Checkpoint Charlie. While in East Germany, members studied workers and labor unions in a communist country.

Bob Milewsky, business representative for Local 1506, Los Angeles, Calif., and seven other AFL-CIO representatives compared labor organizations and exchanged ideas during a recent 11-day trip to the Federal Republic of West Germany. They visited West Germany under an exchange program between the AFL-CIO and its German counterpart, the Deutscher Geweschaftsbund. The trip was jointly funded by the AFL-CIO and the National Endowment for Democracy.

AFL-CIO representatives accompanying Milewsky were Bob Dahlke, IBEW; Elizabeth Tomasko, UAW; Joel Parker, TCU; Jim Schmitz, AFSCME; AFL-CIO Economist Bill Cunningham and Marion Hess, president of the North Central Indiana Industrial Council.

Before departing, the delegation spent two days in Washington, D.C., being briefed by members of the State Department and the German Embassy. Once in Germany the representatives met with 'youth council groups, employers and employees from five unions.

The delegation also visited the DGB headquarters in Dusseldorf where they studied the history, organization and structure of the German labor movement.

Currently, West German trade union members number 9,100,000 or 45% of all wage and salary earners, with the DGB being the largest union. The structure of the DGB is very similar to that of the AFL-CIO. There are 17 national unions affiliated with the DGB, one of which is the Industiegewerkschaft Bau-steine-Erden or German version of the construction and building trades union. Some 35 affiliated crafts belong to this union including the carpenters.

The carpenters' union is actually divided into two unions: the Woodworkers Union, which is made up of wood manufacturers and finishers, and the BSE Union, which contains rough or construction carpenters.

The carpenters' union, like most of the building trades unions, is politically neutral, however they do have candidates who run for parliament on the Social Democratic Party Ticket. Much of this party's support comes from DGB members and youth council groups.

Youth council groups provide a voice for the nation's youth. These groups encourage union and government involvement and are a strong, effective lobbying force. The youth councils help to keep the unions strong, prepare workers for their jobs and maintain a pro-labor philosophy.

In addition to visiting the DGB, representatives also met with auto workers in a Mercedes Benz plant in Stuttgart and compared production and safety standards as well as labor management relations.

From Stuttgart the group traveled by train to the Black Forest, where they met with a forest ranger to discuss the effects of acid rain and the continued decline of lumber production in both countries.

Then it was on to Manneheim for a meeting with the retail clerks union. Union and delegation members discussed store hours, the decline of sales due to the state of the economy and other problems faced by large department stores.

While in Hamburg, the third largest seaport in the world, the group met with representatives of the longshoremen's and shipping warehouse unions. Then it was on to Maschew for a meeting with representatives

Continued on Page 38

Bottom left to right, delegation members Joel Parker, W.C. Smith, Bill Cunningham, Bob Milewsky and Marion Hess toured a construction site in West Berlin, where they met with members of several local unions.

Ottawa Report

INDEXED PENSIONS

Ontario may become the first jurisdiction in North America to require indexed pensions. All three members of a task force headed by Martin Friedland, professor of law, University of Toronto, signed a 287-page report that offers a politically sound set of recommendations. But former Ontario Federation of Labor Chief Cliff Pilkey submitted a minority report saying the recommendations didn't go far enough.

The Friedland document's key recommendations are:

- Future pension benefits, including deferred pensions to be increased annually at the rate of 75% of the consumer price index, minus 1%—to an effective maximum of 6.5%. This formula is not applied to pensions accrued or to existing pensioners.
- Indexing of pensions in pay will begin at retirement age or age 55, whichever is later.
- Group RRSPs should be subject to pension regulations.

Employers generally oppose pension indexing because its costs can't be precisely anticipated.

Friedland noted pension indexation could be financed by passing costs on to employees, either in the form of reduced benefits or increased contributions, or through the issuance of government indexed bonds.

BOARD SUPPORTS UNION

The Ontario Labor Relations Board ruled against a 65-year-old auto worker who claimed his union unfairly represented him when it bargained a mandatory retirement age of 65 with the Big Three automakers last year.

In its ruling, the labor board said the union was simply trying to balance the interests of its members as part of its program to improve pensions and ensure job security for younger workers through early retirement.

"These are precisely the kinds of 'hard choices' unions are called upon and expected to make in their own and their members' interests," wrote Board Chairman Rosalie Abella in the eight-page ruling.

The new agreement for an earlier retirement age was ratified by a large majority of the more than 40,000 GM Canadian workers.

CLOSING NOTICES WIDESPREAD

President Reagan said he opposed the U.S. Congress's recent trade bill because of its provision for plant-closing notices, contending that such advance notices will hurt U.S. businesses' ability to compete with other nations.

Yet according to the International Labor Office, 38 countries have laws requiring advance notice of plant shutdowns or layoffs, including some of the countries beating the socks off the U.S. in trade.

In Canada, 75% of the workforce is protected by notification laws. In six of the provinces, two months warning is required before a layoff involving 50 or more workers.

Sweden requires six months notice if 100 workers or more are to lose their jobs, and Great Britain requires three months notice, if there are more than 100 dismissals in a three month period.

Companies in West Germany must give a year's notice to close a plant with 1,500 workers, and even Japan has a law requiring notice before workers can be dismissed.

B.C. LABOR CODE IGNORED

An agreement to ignore British Columbia's one-year-old labor code has helped improve some union-employer relations and resulted in an increase in bilateral initiatives.

"We are now seeing less use of the law and that's a healthy development," said B.C. Business Council President James Matkin.

The new legislation, adopted last June, has been criticized by labor, who believe the newly formed Industrial Relations Council, which regulates union activity, has weakened union rights.

Since the council's formation, unions affiliated with the B.C. Federation of Labor have conducted a selective boycott of the IRC. This allows unions to apply for a case-by-case exemption from the boycott through a federation appointed panel.

It is expected that the B.C. federation's most severe test of continuing to present a unified front in boycotting the IRC will come during bargaining.

FARMWORKERS WIN SUIT

A four and a half-year struggle between the Canadian Farmworkers Union and CHOI Mushroom Ltd. of Langley, B.C., resulted in a $40,000 award to mushroom pickers and general laborers.

The dispute began March 4, 1983, when six employees were fired when two tubs of mushrooms were discovered in the trunk of an employee's car.

The employer claimed the workers were fired for stealing, but the union contended that the workers were fired because they were involved in organizing a union. The farmworkers union claimed the employer put the mushrooms in the car to have an excuse to fire the workers.

The British Columbia Labor Relations Board agreed that the workers were discharged because they were involved in organizing a union and, CHOI Mushroom was in violation of Section 3(3) (a) of the provinces labor code and was orderd to pay CFU, on behalf of the employees, a sum equal to wages lost due to discharge.

Despite denials

BE & K is No. 1 union-buster in the paper industry

Excerpts from official documents confirm company attitude

BE&K's willingness to play the role of a strikebreaker in the paper industry is a focal point of the Brotherhood's campaign against the company. This strikebreaking action has done untold harm to mill towns throughout the country, as workers and their families have lost their livelihoods at the hands of BE&K's roving band of strikebreakers. BE&K's rewards for these deeds often include greater construction opportunities and attractive maintenance agreements.

When confronted with the strikebreaking charge, BE&K understandably denies any such actions. But a look at various memoranda prepared by BE&K and paper companies utilizing the strikebreaking services, paints a clear picture.

In the Spring of 1985, Owens-Illinois was planning for a strike by its employees at the company's Orange, Texas, facility. Notes of a May 15 meeting between O-I representatives and a BE&K official, Forrest Elgin, at which strike preparation was discussed, included the following statements:

- "For work stoppage contingency, BE&K envisions we will want to staff to about 60 people for operating support and special projects (major repairs). At that level they project 85% to be Texans and 15% being out of state people."
- "BE&K can provide between 15–20 people for operations basically with machine room and power backgrounds."

The Paperworkers at Stone Container in Missoula, Mont., are currently working without a contract due to BE&K willingness to provide strikebreaking services to the company in the event of a strike. BE&K's recent letter to employees planning to scab the work at the Missoula mill provides clear evidence of BE&K's preparedness to engage in strikebreaking. The following statements were included in the letter:

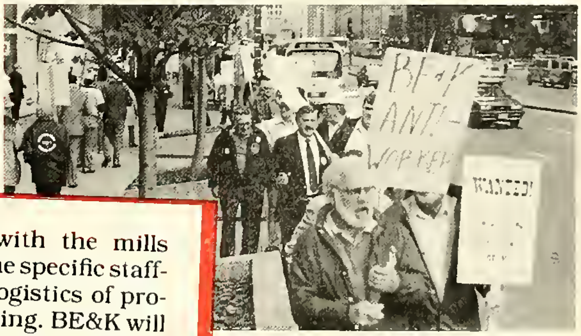
- "Because we are in a labor dispute situation, your actions are important . . . Politely avoid talk with Stone Container personnel except in emergencies."
- During the strike, housing will be inside the mill.

A Weyerhaeuser Company memorandum dated April 10, 1987, discussed strike contingency planning for five paper mills in Washington and Oregon at which a contract termination deadline was approaching. The memo outlined three phases of BE&K's strike assistance:

PHASE I "BE&K will meet with the mills involved to determine specific staffing needs and the logistics of providing food and lodging. BE&K will establish a process to quickly access the required maintenance people and will be prepared to 'find' qualified operators that we can hire on a temporary basis."

PHASE II "BE&K will implement the process agreed to in Phase I."

PHASE III "BE&K will manage the contractor maintenance effort at the specified facility for the duration of the work stoppage."



Several hundred UBC members, Building Tradesmen and Paperworkers joined forces in a demonstration organized by the Chicago District Council of Carpenters at Stone Container's recent annual shareholders' meeting in Chicago. The protest against Stone Container's use of BE&K was preceded by a rally at the company's headquarters.

Do you know your medical rights?

By Phillip L. Polakoff, M.D.
Director, Western Institute for Occupational/Evironmental Sciences

'Gaining access to your records is often a hurdle.'

How much do you know about your medical rights?

Do you have a right, for example, to see your medical records?

Do you have a right to be told the truth by your doctor if he or she finds you have a terminal illness?

As the spouse or relative of a terminally ill patient, do you have a right to that information?

Do you have a right to a medical procedure—let's say an organ transplant—if that's the only thing that will save your life?

Here are some answers to these troublesome questions. Some may surprise you.

Contrary to what many people think, your medical records belong either to your doctor or the hospital where they were compiled—not to you.

However, court decisions have held that you have the right to the information contained in such records. But gaining access to the records is often a hurdle.

While a few states have laws that give you the right to inspect your medical records upon request, or through your attorney, in most states you have no such legal right to inspect on demand.

Hospitals will make a copy of your record available to a doctor of your choice upon your written authorization. Unfortunately, in many situations the only way to see your records is to sue your physician or hospital. In every state, medical records can be subpoenaed as evidence.

About being informed of one's diagnosis, there is no explicit law or statue that guarantees a patient's right to such information.

However, many state courts have recognized that patients may need to know the truth if they are to make sound decisions about their treatment and their personal affairs. Medical societies also have codes of ethics urging that patients be told as much as they wish to know about their prognosis.

Far from being harmed by knowing the truth about their condition, many patients often show a deep sense of relief.

As for anyone else—even members of the immediate family—having a right to another's medical diagnosis, the rule of confidentiality holds strong. Unless the patient wants you to know, the doctor has an obligation not to reveal his findings to anyone.

Dramatic new surgical techniques, such as organ transplants, have raised interesting questions about "rights." Some people believe they have a right to a life-saving operation just as they would have a right to emergency treatment in a hospital.

This is not necessarily true.

Many hospitals require advance payment in cash for you to be considered for transplant surgery. Some of these procedures, such as heart-lung transplants, are considered experimental by both medical experts and insurance companies. Physicians can use their discretion in deciding whether to use these procedures.

The one exception to the no-pay-no-transplant is kidney transplantation. These are fully covered by the federal government's End-Stage Renal Disease Program administered by the Health Care Financing Administration.

Organ donors and potential donors have rights. No one can be forced to donate an organ, no matter how desperate the need, no matter how safe the procedure may be—not even members of one's own family.

You or any person 18 or older has a right, of course, to donate organs at death. Nearly all the organs used in transplantation are obtained from persons who have been declared brain-dead.

In most states, you can indicate your wish to become an organ donor when you renew your driver's license. You can also get information about organ donation from these two sources: The American Medical Association, Communications Div., 535 N. Dearborn St., Chicago, Ill. 60610; or the National Kidney Foundation, Two Park Ave., New York, N.Y. 10016.

(Copyright 1984 by Dr. Phillip L. Polakoff/PAI)

LOCAL UNION NEWS

Asbestos screening available in KC

Qualified union members affiliated with the Greater Kansas City Carpenters District Council are eligible for a free asbestos-screening test through Aug. 31.

Dick Dañiel, negotiator and coordinator for the program, said to qualify for a free screening participants must be at least 40 and eligible for benefits through the health and welfare plan. Members ineligible for benefits may pay for the tests at the reduced group rate of $70.

The age limit reflects the latency period of asbestos-related health problems. Asbestos, Daniels said, usually must be in the body 15–20 years before a problem can be detected.

The testing will take approximately one hour and Daniels estimates that 80% of those tested are expected to have no problems, while 10% are expected to discover serious problems.

The tests will include a diagnostic chest x-ray and spirometry, a test which measures pulmonary function.

Any member wanting to schedule an appointment should call 276-4222 and identify themself as a member of a local union in the Council.

Millgard cited, appeals fine

The Michigan Department of Labor cited Millgard Corp. with two safety violations after the collapse of a fabricated, load test box broke apart killing Pete Lavin, company employee and member of Local 118, Detroit, Mich.

The company is currently appealing the $400 fine each citation carries, the maximum allowable for a "serious violation" under the state's construction code.

A maximum state fine of $10,000 could be imposed if it is found that willful safety violations resulted in the fatality, but the fine could be lessened by mitigating circumstances.

An investigation revealed that Millgard violated a general duty standard by using improper welds on the box and failed to erect a barricading standard which keeps workers out from under the box.

When the box broke, gravel-sized slag caught and buried Lavin, but other workers escaped uninjured. It took 20 minutes for the other workers to dig Lavin out, and he was pronounced dead on arrival at a local hospital.

The second violation occured when workers admitted to going under the box to test load and test gauges earlier that same day.

Texas Council conducts steward training

The Texas Council of Industrial Workers held a steward training seminar, Saturday, March 26. Locals 2713 and 2743 of Center and Woodville, Texas, participated.

Representative A.J. Cortez, assisted by Virginia Kenyon, conducted the seminar at Union Acres Headstart Center in Center, Texas.

Members who participated were, front, Coral Pearl White, Mary LaBouve, Mildred Pickett and Sue Dover.

Back row, Arthur Hadnot, Elie Fruge Jr., Johnny Rigsby, Willie Wade Swindle, Billie Joyce Daniels and Pearl Tanner.

Representative Cortez, right, also presented certificates to Pearl Tanner, Billie Joyce Daniels and Mary LaBouve for completion of the AFL-CIO sponsored Internal Organizing Conference held Feb. 29 and March 1 in Hot Springs, Ark. The conference stressed the need to find ways and means of organizing the membership.

Teamwalk participants raise money

LOCAL UNION 1137
UNIONS PRIDE

On March 26, members of Local 283, Augusta, Ga. participated in Teamwalk America, an eight-mile walk sponsored by the March of Dimes.

The local was successful in raising over $1,038 that will be used to help members of the community and area hospital research efforts. Robert D. (Shorty) Wilson Sr. was the top money raiser with over $300.

Team coordinator James Sala and members Larry Phillips, Nan King, Marie King, Shorty Wilson, Timothy Waller, Ronnie Bell, Fred Pack, Glenn Key, Hank Black, Teri Black, Jerry Corbin, Linda Corbin and Susan Scott participated in the event.

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Members complete asbestos safety program

Pictured above are members of Local 163, Peekskill, N.Y., who recently completed the UBC's asbestos safety program. The course was financed by the Westchester District Council. Members who completed the course and received certificates were Charles Clemants, Richard Hollberg, Ken Hollar, Matt Cook, Joel Mekeel, Bob Santospirto, President John Licari, Mike Quinn, Business Representative Gordon Lyons, Pete Terilli, Frank Sebok, Coordinator Robert McClernon, Jose Morales, George Makarzuk, John Licari Jr. and Philip DeRosa.

Local 12 promotes union with site signs

QUALITY
BUILT
UNION
CARPENTER'S
12

In an ongoing program to promote unionism in the Syracuse, N.Y., area, the executive board of Local 12 has voted to buy and erect signs promoting the Brotherhood. Shown here with one such sign are the apprentices from Local 12. They include D. Osweld, A. Jones, J. Everson, A. Slater, R. Scott, J. Stevens, R. Smith, D. Close, L. Heffernon, C. Sease, and Apprentice Coordinator Richard Matthews. The sign was erected on the new Marriott Court Motel being built by Heuber Brewer Construction Co. with Local 12 men.

Sweeney honored at retirement dinner

Patrick Joseph Sweeney Jr., business representative of Local 73, was honored with a retirement dinner and dance, March 12 in St. Louis, Mo.

Sweeney dedicated 35 years to the Brotherhood, and during that time he served as business representative, CDC director of jurisdiction, vice president, delegate, alternate delegate and trustee to the Carpenters' District Council. He was also a member of the St. Louis County Employees Retirement Board and was one of the major forces that helped defeat the right-to-work campaign.

In addition to promoting the union, Sweeney also served in the U.S. Navy during World War II in the Pacific Theatre. Later he worked as a part-time police officer and was one of the founding fathers of the Midget Gunners Football Organization.

Local 73 is happy to report that Sweeney is enjoying his retirement.

SWEENEY

Trick-or-Treat builders included Ibrahim Leon, Gus Figueroa Jr., Ellen Randolph, Ricky Figueroa, Gus Figueroa Sr., Jose B. Garcia, Leonel Leon, Ernest Kavesky, Paul Hernandez, Rafael Avila, Guillermo Castellanos, Daniel Crockett, Alberto Montealegre, Juan Diaz, Jose Villaverde, Jose "Pepe" Collado, John B. Reid Jr. and Walter Walkington.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

COMMUNITY PROJECTS IN OMAHA

National Foundation for Prevention of Chemical Dependency Dis ase

Members of Local 400, Omaha, Neb., continue to volunteer time for a number of community projects. At upper left, Tim Vleck, Andy Olson, Eric Olson, Ken Lapacek, Demetrius Simpson, David Muhammad and Mark Mace set roof trusses for Miccah House, a shelter for the homeless in Council Bluffs, Iowa. Tim Lastonica and Dan Gazinski also helped with the project.

Upper right, Local 400 members Lee Grauf and Eric Olson helped add several new walls and doors to the Omaha Office of Employment Resources.

Lower left, R.L. Peterson and Dan Gazinski stand beside a wishing well made from materials and labor donated by Local 400. The well will be used by the Make a Wish Foundation, an organization that fulfills dying children's wishes.

Lower right, members volunteered over 400 hours of labor to construct a mock village for the Festival of Trees in Aksarben Hall, Omaha, Neb. The mock village helped raise money for the National Foundation for the Prevention of Chemical Dependency.

Local 400 has also been involved in other projects with the Boy's Club Radio Talking Book, Girl's Club, Stephen Center, Children's Museum and Omaha Area Food Bank.

HALLOWEEN STREET

Volunteer members of Local 115, Hialeah, Fla., acted upon a request from the mayor of Miami Beach to construct a "Trick or Treat Street." The street was three blocks long, consisting of many displays pertaining to Halloween. The displays were mounted on platforms two feet in height. All millwork and prefabbing was done in two nights and assembling was done by approximately 45 union carpenters who worked all day Saturday.

At the completion of the project, they were presented with certificates of appreciation by the VOC chairman.

SUMMER COLLEGIAN

SAYRE

Jeff Scott Sayre, son of Albert and Janet Sayre, was chosen to attend the Cornell University Summer College for outstanding high school juniors and seniors in Ithaca, N.Y. Sayre was one of more than 800 high school participants from 42 states and 49 countries who were admitted to the program on the basis of high school record, application essays, recommendations and college board scores. He was also selected to participate in Summer College's Introduction to Architecture Program.

Sayre's father is currently a member of Local 532, Elmira, N.Y.

EAGLE SCOUT

SEIDEL

Jamison Robert Seidel, son of Ronald and Darlene Seidel, Local 1091, Bismarck, N.D., was promoted to Eagle Scout in September 1987, at age 14. He has earned 27 merit badges and 11 skill awards. Seidel recently worked on a project building two handicap accessibility ramps at two Girl Scout cabins.

APPRENTICESHIP & TRAINING

Kansas City conference 'gets on 'Apprenticeship 2000' tra

HILTON PLAZA INN
KANSAS CITY, MO

Spurgeon Styles, Job Corps project coordinator, left, introduces First General Vice John Pruitt for his remarks to the assembly.

HILTON PLAZA INN
KANSAS CITY, MO

Dennis Scott, technical director of the United Brotherhood's apprenticeship and training department, called for continued upgrading of training programs.

Apprenticeship must not be taken out of the realm of industry and given over to government, the United Brotherhood's First General Vice President John Pruitt tells conferees.

This is the year when apprenticeship training programs around the United States are considering the "Apprenticeship 2000" initiative, being circulated by the U.S. Bureau of Apprenticeship and Training.

The initiative was an underlying subject for discussion at the 1988 Carpentry Apprenticeship Conference, May 9–13 in Kansas City, Mo. The general purpose of the initiative—to provide the nation with more skilled workers—was commended, but the avenues for achieving that goal were questioned.

"We generally agree with recent studies conducted by the Department of Labor which state that the future American workforce must be more skilled and, at the same time, more flexible," Pruitt told the Kansas City conferees. "We also agree that there is room for expansion of apprenticeship to other occupations and industries which, to date, have not been involved in apprenticeship training. However, we do not think that such expansion should be automatic."

Pruitt warned that no apprenticeship training program is successful unless there is industry commitment, and many industries are not committed. He suggested that the apprenticeship concept does not have to be revitalized to meet modern needs, as the "Apprenticeship 2000" initiative suggests.

The revitalized delivery system to which the "Apprenticeship 2000" initiative refers is vocational education, bigger and fatter than ever, as a result of tax dollars made available to various institutions through the Carl D. Perkins Vocational Educational Act of 1984.

"The fact of the matter is that the new delivery system is already in place, and it is hard at work expanding apprenticeship to parallel non-union programs across the United States," Pruitt commented.

Pruitt and other speakers at the conference deplored much of the vocational training now available to the nation's young people.

"Imagine, if you can, programs where apprentices attend high school half time and work on construction jobs the other half. Imagine programs where apprentices get all their so-called related training before going on a construction job."

Local joint apprenticeship and training committee programs of which Brotherhood affiliates are a part are now competing with non-union sponsors to get public-funded work. In the process, ratios of apprentices to journeymen are being increased, and the time of apprenticeship is being lowered. Conferees were warned that if the competition of non-union programs continues unchecked, the Brotherhood and union contractors will see the distruction of the apprenticeship system as we know it today.

Training coordinators and instructors attending the KC gathering agreed that they are not ready to give up the struggle. The UBC now works with more than 200 affiliate JATCs, which are training more than 37,000 apprentices. Brotherhood training leaders

On the third day of the training conference the participants visited the Kansas City, Mo., training center. There, instructors and coordinators from around the nation had an opportunity to observe and compare facilities and training methods.

Panel discussions were concerned with unification and consolidation of programs, standardization and flexibility, pre-apprenticeship for intake, asbestos and hazardous waste abatement, scholarship loan agreements, intent to hire and communications and servicing.

HILTON PLAZA INN
KANSAS CITY, MO

Pre-Apprenticeship for Intake—*Panelists included, from left, Leonard Toenjes, training coordinator, St. Louis, Mo., JATC; Doyle Brannon, training representative, UBC; and William McKenna.*

ndle'
g thrust

reported that together, our affiliate programs spend in excess of $30 million annually out of negotiated wage packages to train apprentices.

The general thrust of "Apprenticeship 2000" was explained to the assembled training leaders by James Van Erden, acting director of the U.S. Bureau of Apprenticeship and Training. He noted the growing need for skilled workers in America to meet heavy economic competition from abroad. The Year 2000 is only 12 years away, he noted, and the federal government wants to play a role in upgrading the skills of the nation's workers, as we prepare for the next century.

Brotherhood leaders indicated that the UBC and its management counterparts support BAT's objective, but it wants to make sure that the federal funds under the plan are not squandered among incompetent agencies and institutions, particularly those which are designed to defeat the purposes of free trade unionism.

The conference also heard from Bing Downey of BAT, who commended the new upgraded and realistic standards under which apprenticeship programs are administered. He reminded the audience that the federal bureau hopes to continue its close relationship with established training programs of the UBC.

A current issue which called for clarification was the question of what UBC crafts might encounter when they take on asbestos and hazardous waste abatement. Scholar-

Continued on Page 29

A full array of speakers and panelists spoke at the 1988 conference. Among them were: ***TOP ROW FROM LEFT,*** *Virgil Heckathorn, secretary of the KC District Council; Dale Short, KC business representative; and Fred Carter, 6th District board member.* ***SECOND ROW,*** *Art Ledford of Associated General Contractors, co-chairman of the National Joint Apprenticeship Committee; Kathy Krieger, UBC general counsel; and Bing Downey, U.S. Bureau of Apprenticeship and Training.* ***THIRD ROW,*** *Edward Luzik, Keystone District Council, Harrisburg, Pa.; Stanley Solaas, executive assistant to the president, New York City District Council; and Fernando deBaca, president, Certified Asbestos Abatement.*

t to Hire—*Panelists discussing this sub-*
ncluded UBC general counsel Kathy
er; Herb Schultz, coordinator, Detroit
'; Pete Gier, UBC training representa-
and Charles Fanning, director, New
City program.

Asbestos/Hazardous Waste—*This panel included Stanley Solaas, New York City district council; Steve Carmichael, Occupational Safety and Health, U.S. Department of Labor; Joe Durst, UBC director of safety and health; and William Goetz, UBC representative and coordinator of the asbestos/hazardous waste abatement program.*

Communications and Servicing—*Doug McCarron, secretary, Los Angeles District Council; Steve Sanford, coordinator, Colorado JATC; and James Kerlee, secretary Washington State Council of Carpenters.*

Labor News Roundup

Worksite wellness programs can reduce costs

Reduced labor and health care costs can be achieved for even the smallest company through worksite wellness programs, according to David W. Jensen, Ph.D. Wellness programs, including health fitness programs and education, are becoming increasingly popular in companies throughout the United States, Dr. Jensen says.

Dr. Jensen, a Houston-based consultant on wellness (in which health knowledge is focused on preventative rather than curative medicine), expresses the strong belief that in today's society, companies can no longer afford the increasing cost of health services. The way to cut those costs, he says in his new book, *Worksite Wellness*, is through relatively inexpensive wellness programs run by the company at the worksite. These programs consist of a combination of health education and exercise.

Two Northern California sites backed by ULLICO

A proposed medical office building on the grounds of the San Jose Hospital in San Jose and an office building renovation on the southwestern outskirts of downtown San Francisco are two Northern Californa projects that have received mortgage commitments from The Union Labor Life Insurance Company, a Washington, D.C.-based, union-owned insurance company.

Both commitments are contingent upon the projects being constructed entirely by unionized contractors and subcontractors.

Real earnings down for today's generation

Today's generation of workers are the first whose real earnings are lower than that of their parents. In 1983, an average 30-year-old earned $17,520 per year—down 25%, or $6,000, from what a 30-year-old earned in 1973, according to the *CWA News*.

OSHA proposes new standard on lockout/tagout

The Occupational Safety and Health Administration proposed a new lockout/tagout standard long sought by labor.

The proposed rule would establish uniform procedures to protect an estimated 39 million workers from hazardous energy sources during maintenance and servicing work.

The rule, which will apply to general industry, will require employers to establish lockout/tagout procedures within a flexible, general framework and to train employees in the procedures. Several other OSHA standards already contain lockout/tagout requirements.

OSHA said the new rule would save an estimated 122 lives and prevent 60,000 injuries each year. OSHA Chief John A. Pendergrass said that 7% of all workplace deaths are associated with failure to properly restrain or de-energize equipment during maintenance.

The rule would cover an estimated 1.6 million establishments. OSHA said that about three million workers are at the greatest risk. Craft workers, machine operators and laborers face the highest risk of injury from improperly locked out or tagged out equipment, OSHA said. Packaging and wrapping equipment, printing presses and conveyors are associated with a high proportion of such accidents, according to the agency.

OSHA said that lockout/tagout rules for agriculture, maritime and construction employers will be covered under future rulemaking. Lockout/tagout procedures are being included in standards under development for oil and gas well drilling; the generation, transmission and distribution of electric power by utilities; and work on electric conductors and equipment.

Union protests stop Japanese workers import

Strong union protest resulted in the Navy's Long Beach Naval Shipyard in California cancelling a plan to import Japanese laborers to work as pipe fitters, machinists and boilermakers. The plan was cancelled after the Navy had already imported some 52 Japanese workers.

Navy spokesman Kendell Pease said, "It's hard to get qualified people for $5 an hour." However, the workers' $5 per hour wage was supplemented by U.S. government-paid air fare as well as transportation between U.S. government-supplied housing and their work place.

Continued protests by union leaders and members of Congress resulted in the foreign workers being returned to their country, as well as Japanese and Filipinos working at a Philadelphia shipyard under the same conditions.

ABC hopes to enlarge Denver's airport non-union

The Associated Builders and Contractors have selected Denver's huge airport project, recently approved by the voters, as one of its anti-union targets, the *Colorado Labor Advocate* reports. In a national report, "ABC's National Campaign to Counter Union Corporate Strategy and Intimidation Tactics," ABC said its strategy would include personal campaigns aimed at area elected officials and other decision makers and an information campaign aimed at the public and press to turn them against union construction on the project, according to the *Advocate*.

Hotline number to aid disabled U.S. workers

Disabled employees and their union can now utilize a toll-free 800 hotline telephone number that provides practical and specific answers to inquiries about adapting to a job. The Job Accommodation Network is sponsored by the President's Committee on Employment of the Handicapped and will respond directly to union members, stewards, business agents and employees with disabilities who want to return to work.

The hotline number is 1-800-JAN-PCEH. The service is also available by mail: Job Accommodation Network, P.O. Box 468, Morgantown, W.V. 26505.

Lack of health insurance costs taxpayers

A study by the Service Employees Union shows that both individual and corporate taxpayers' dollars subsidize employers who refuse to provide health insurance to low-wage workers.

The study, "The Hidden Story of Taxpayer Subsidies for Low Wage Employers," details a February 1988 survey of 1,031 homecare workers employed by the Los Angeles County In-Home Supportive Services who had no health insurance benefits.

Over 60% of the mostly female and minority workforce must either forego needed health care, or use publicly funded emergency rooms and community clinics as their primary source of health care. This public health care costs taxpayers $21.4 million a year, plus an additional $38.6 million to aid workers through welfare programs like food stamps.

The SEIU is currently trying to organize some 40,000 home care workers in Los Angeles County.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Hammond retirees assist picketers

Club 27 retirees and members of Local 599, Hammond, Ind., teamed up to picket Hamstra Builders, which was using non-union labor on a local construction job. Hamstra has already built a veterinary clinic in Crown Point, Ind., with non-union labor, and Local 599 members are determined that future work must be union.

Members of Local 599, John Hoffman, Merlin Zehner, Jack Lopez, Roy Tallant and Ron Keppel, (dressed as the rat), picket Hamstra Builders for using non-union labor.

Brother Jim Hornak, organizer for the District Council of Northwest Indiana, brought coffee and doughnuts for the picketers.

Members enjoy fish fry

Over 250 members and their families from Local 599 and Club 27, Hammond, Ind., enjoyed a fish fry April 14.

Pictured below are fish fryers Larry Hess, John Alumbaugh, Harold Huntington and Edie Savitz.

Drexel Hill retirees honored

Retired members of Local 1050, Drexel Hill, Pa., were recently honored for their continued service through the retirees club. Below left, Domenic Paone and Joe "Sprocks" Giardinelli were awarded plaques by Club 19 President Carmen DiDonato, center, for outstanding service to retired members. Below right, retired Business Agent Joe "Murph" Ippolito, second from left, was awarded with a citation from the City of Philadelphia by John Anello, Guy Pigliacelli, current business agent; and Ed Coryell, president of the Philadelphia District Council. At left, retired member and local photographer, Tony Lalli was honored.

Fillets for friends

Charles Miller, retired member of Local 2398, El Cajon, Calif., with a stand he built for a friend to fillet fish on. The stand is tall enough for his six-foot friend to use without the job becoming a back breaking one. Miller came prepared with knife in hand hoping his friend will let him fillet his fish also.

Club chartered in Alabama

Retirees of Local 89, Mobile, Ala., were recently presented a charter for a retirees club. Joseph E. Paulus, business manager of Local 89, made a formal presentation of the charter to President Pro Tem James W. Henricks on behalf of the general executive board.

Rather be working?

According to a Gallup Poll released by the American Association of Retired Persons, 29% of retirees would rather be working, while 53% say they are glad to be retired.

The poll shows age, income and health to be the main factors in retiree satisfaction. Of those surveyed, 41% did not want to work or did not need to, while 26% retired because of health problems. Another 18% polled said they are too old or are unable to work.

Forty-seven percent of the retirees who said they would rather be working have household incomes of less than $10,000 a year, while only 27% of satisfied retirees fall into that category. The poll shows that about half the retirees with household incomes of less than $25,000 a year are glad to be retired, a sentiment echoed by 63% of those with higher incomes.

4th of July PICNIC
Chef

PLANE GOSSIP

SEND YOUR FAVORITES TO:
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AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

HIGHER PROTECTION

Neither coaxing nor threatening could get the 5-year-old to admit he'd told a fib. Finally, his mother blurted out, "God knows if you're lying." He said. "I know he does, but I know he won't tell."

—*Grit*

STAY IN GOOD STANDING

SUPREME TEST

Whoever said, "nothing is impossible," never tried to slam a revolving door.

SHOW YOUR BUMPER STICKER

SONG-AND-DANCE MAN

My teenage daughter was telling me the type of man she wanted to marry.

"He should have a shining personality," she said.

"He should also be able to sing and dance well, tell jokes—and stay around the house with me at night."

My youngest daughter, sitting nearby, said: "You're not looking for a husband. You want a TV set!"

—*Star*

DEVINE CHANGE

Florida State Senator Lori Wilson explains her forthright opposition to pay toilets: "If God had meant for us to have pay toilets, we would have been born with exact change."

REGISTER AND VOTE

IMMEDIATE ACTION

A traveling salesman, held up in the Orkney Islands by a bad storm, telegraphed to his firm in Aberdeen: "Marooned by storm. Wire instructions."

The reply came: "Start summer vacation as of yesterday."

ADOPT A LUMBER COMPANY

MAYBE KINFOLKS

Two monkeys were gazing at the Sunday spectators in the zoo. One said, "So what if they make faces and funny noises? It's okay. They're family!"

—*Mickey Mansfield*

ATTEND LOCAL MEETINGS

JOB DESCRIPTION

In kindergarten one day when each child was asked his father's occupation, one youngster replied, "My dad doesn't have a job; he's a judge."

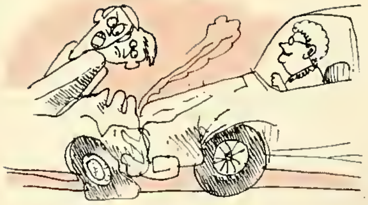
—*Grit*

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

There was an homeowner distraught;
Hired scabs that he should have ought naught.
The work was so shoddy,
A union somebody
Had to fix the mistakes they had wrought.

—*Danielle Pressy*
St. Louis, Mo.



DOING IT IN BIG D

A wealthy old lady was trying to get into a parking space near the door of a posh restaurant in Dallas. Two young kids in a Mercedes zipped in and took the space. The kids jumped out and one yelled at her, "Young and speedy." She backed up her Cadillac and ran it into the rear trunk of the Mercedes. She hollered, "old and rich."

—*Nancy's Nonsense*

USE UNION SERVICES

HOT AIR

Three women who had gone to college together met for lunch and were doing their best to impress each other. The first lady said, "My husband bought me a necklace and earring set worth $25,000, but I had to return it because I'm allergic to platinum."

The second woman added, "I understand exactly what you mean. My husband bought me a mink coat that cost $25,000 and I had to return it to the furriers because I was allergic to it."

Just then the third woman fainted. As she regained consciousness, the other two asked what had caused her to faint. "I guess," she answered, "I'm just allergic to hot air."

—*Good Reading*

BOYCOTT L-P PRODUCTS

NO PLACE LIKE . . .

Last year we discovered a vacation spot that's convenient to get to, comfortable, relaxing, where we don't have to get dressed up, and that's priced within our budget. It's called the living room.

BUY UNION * SAVE JOBS

FAIRY TRUE

A little girl asked her mother whether all fairy tales began with "Once upon a time."

"No," replied the mother. "Today, most of them begin with 'If I am elected!' "

—*American Salesman*

Postal costs noted by secretary-treasurers

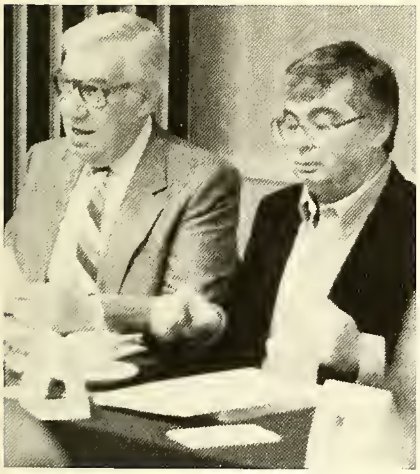
The recent rise in U.S. postal rates has caused financial problems for many labor union publications, including the *Carpenter* magazine.

The recent annual meeting of the AFL-CIO Secretary-Treasurers Conference heard a report indicating that the labor press is now spending $27 million per year in postage alone to get its various publications into the hands of its members.

Every "change of address" form forwarded by the U.S. Postal Service to the Brotherhood General Office costs the union 30¢, and the United Brotherhood has had to pay as much as $5,000 for these address changes per month.

General Secretary John S. Rogers reported to the secretary-treasurer's meeting that the UBC has a good record in updating its mailing list, with an average of 93% of the members getting the official magazine on time each month. He urges members who change their address to use the coupon inside the front cover of each issue of the magazine as soon as a move is made. He further urges local union secretaries to constantly update their membership lists, based upon address information supplied to them each month by the General Office.

Address changes from Canada are particularly costly. The Brotherhood has had to pay the U.S. Postal Service as much as 80¢ for address changes from Canada.



General Secretary Rogers, left, discusses postal problems at the AFL-CIO Secretary-Treasurers Conference.

KC conference

Continued from Page 25

ship loan agreements in many parts of the nation were described by another panel, so that affiliates might learn how they too, might deal with this matter.

Dennis Scott, the Brotherhood's technical director, moderated much of the floor discussion at the conference. He introduced members of the National Joint Apprenticeship and Training Committee, which met simultaneously with the training leaders.

GOOD TOOLS

VAUGHAN
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make hard work easier!

Take Vaughan "999" Rip Hammers, for example.

Originated by Vaughan, these pro-quality ripping hammers are available in 6 head weights and 4 handle materials. The extra steel behind the striking face, deep throat, smoothly-swept claws, and full polish identify a hammer that looks as good as it feels to use.

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CONSUMER CLIPBOARD

How much juice is in a juice drink?

Check the label. You may be surprised.

BY GOODY L. SOLOMON,
Press Associates Inc.

Next time you buy a beverage made of fruit juice, check the label to see if it tells you how much real juice is in it and how much of it is water and sugar.

Chances are you will not be able to. A study by the Center for Science in the Public Interest found more than a dozen major brands of fruit-juice beverages contained less than 50% real fruit juice and a few had as little as five percent fruit juice. But the labels gave no indication to these differences.

CSPI further discovered that 100% fruit juice often sells for less than diluted juices. A typical example, from the consumer group's survey of the Washington, D.C., area stories: a brand of 100% pineapple orange juice cost $1.43 compared with $1.52 a quart for a brand of pineapple fruit blends made with 35% fruit.

This situation is legal. What is illegal is for a label to deceive. That's why BeechNut Nutrition Corp., the nation's second largest baby food producer, has been convicted of fraud for selling sweetened, diluted apple juice and claiming it was the "real McCoy."

By the same token, a label cannot lie by saying, for example, that is has 50% fruit juice when the true amount was 20%. The manufacturer would be subject to prosecution, according to the Food and Drug Administration.

When it comes to diluted fruit juices, most labels don't lie. Rather they reveal nothing about their juice content, and this fact has sparked hot debate over the years. A recent FDA move rekindled the battle, pitting juice maker against juice maker as well as consumer advocates against industry and government.

In the early 1970s, the FDA tried to set so-called standards of identity by which each type of fruit drink would have a minimum amount of juice, the amount varying from fruit to fruit.

To do this, each of the juice industries was to provide the FDA with standards it found practical. But none came through.

In 1974, however, FDA was able to pass a requirement that orange juice drinks disclose the percentage of juice on their labels.

At the same time, the agency also proposed such disclosure for other juice drinks. This so-called diluted juice labeling rule was made final in 1980 but has never been enforced. Instead, the deadline for compliance was extended several times, to 1982, next to 1984, then indefinitely.

The cranberry juice people, notably Ocean Spray, have been demanding an exemption and asked their representatives in Congress to pressure FDA to make the exemption.

Cranberry folks argue that it is unfair to compare juice drinks by the percentage of juice because the high acidity of cranberry juice demands that it always be diluted with water. These products typically have 25% juice.

FDA proposed a cranberry exemption in 1984. But last December, the Agency suggested that the 1980 regulation be revoked, in which case, the cranberry exemption would be unnecessary. FDA offered as one explanation that producers of acid and non-acid juice drinks differ among themselves on the need for labeling.

The agency also said it "was unaware of any significant consumer awareness problems concerning the value of diluted juice beverages," adding the "revocation of the regulation will have little or no economic impact."

Consumer advocates are irate. "FDA's proposal means that consumers will probably be paying more and getting less . . . (It would be) nearly impossible for consumers to comparison shop and get the best value for their food dollars," said Bruce Silverglade, CSPI legal director.

Consumer crusader Ralph Nader has accused FDA of complicity with the cranberry folks. "Selling sugar and water masquerading as juice has pickpocketed consumers. Unregulated adulteration of products is an age-old fraud," he said.

FDA denies that it kneeled to industry. An agency source said that since diluted juices pose no health hazard, the preferable approach to the rule was to let producers voluntarily tell the percentage of real fruit juice in their products.

Interestingly, some producers who now label juice drinks with the percent of juice favor the 1980 proposal. "The issue is really quite simple. Consumers have a right to know the percentage of fruit juice in the beverages they purchase and manufacturers have an obligation to provide that information," said Gordon Crane, president of Apple and Eve, a New York producer of fruit juice products.

FDA will likely rescind the regulation, leaving the status quo in the marketplace. So, if you're fond of diluted juices, maybe the best way is to add water and sweetener yourself.

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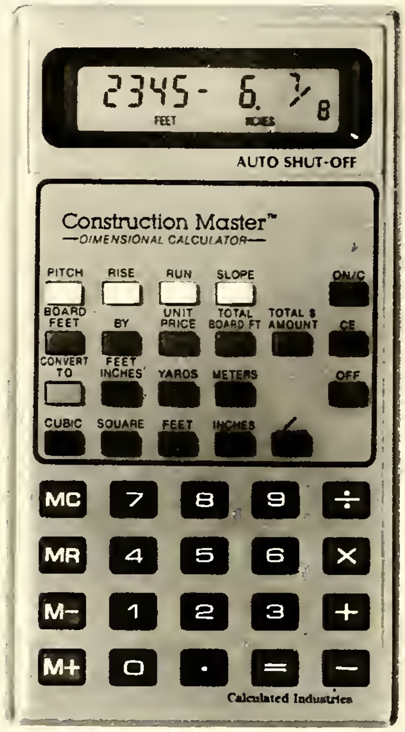

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Casper, Wyo.—Photo 3

Casper, Wyo.—Photo 4

Service To The Brotherhood

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA
LABOR OMNIA VINCIT
YEARS 20 SERVICE
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA
LABOR OMNIA VINCIT
YEARS 65 SERVICE

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

CASPER, WYO.

Members of Local 1564 were recently honored at a pin ceremony.

Photo 1: Ted Cooper, 50-year member.

Gus Lofgren also received a 50-year pin but was unable to attend due to illness.

Photo 2: Honored for 45 years of service were Floyd Booth, Earl Chalfant and Charles Burrous.

Photo 3: Members honored for 40 years of service were Ed Anderson, Jerome Lau, M.A. Stephens, Sam Cordova and Billy North.

Photo 4: Everett Overby, Dale Taggart, Al Kirschenmann, Vice President Al Raver, Tom Roe, Victor Birkle, Roy Gray, H. Paul Johnson and Bill Webber were honored for 35 years of service.

Photo 5: 30-year members were Joe Carpenter and Norris Mudra.

Photo 6: Ralph Kinneburg and Joe Mercado were 25-year members.

Photo 7: Willie Thomas, 20-year member.

Photo 1

Photo 7

Casper, Wyo.—Photo 2

Casper, Wyo.—Photo 5

Casper Wyo.—Photo 6

VIRGINIA, MINN.

Millwrights of Local 1348 honored members for their service to the Brotherhood.

Honored for 41-years of service but not pictured was Roy Rankila.

Photo 1: 35-year members honored were front, Robert Eilola and John Chad.

Back row, LuRay Weiher, Anton Tomonovich, Gerald Connell, Pete Mihelich and Bruce Norstad.

Also honored but not shown were John Griffiths and Arthur Johnson.

Photo 2: Honored for 30 years of service were Charles Dometz, James Johnson, Kermit Nelson and Nick Tomonovich.

Honored but not pictured were Francis Causin and Arthur Peterson.

Photo 3: Members with 25 years of service were Arthur Waldon and Tony Neri.

Also honored was Herman Muller.

Photo 4: 20-year members were Raymond Leiviska and Donald Elofson. Back row, Charles Jacobsen, Russell Cone, Robert Malwitz, Jack Longar and William Dobbs.

Other 20-year members honored but not pictured were Robert Carr, Eldon Ruder, William Matko and Richard Mattson.

Virginia, Minn.—No. 1

Virginia, Minn.—Photo 2

Virginia, Minn.—Photo 3

Virginia, Minn.—Photo 4

FORT WILLIAM, ONT.

Members of Local 1669 honored their members of longstanding service at an Oct. 17, 1987 banquet.

Photo 1: 45-year members were Eli Bro and Hilding Olin. Honored but not pictured was Adolph Black.

Photo 2: Honored for 40 years service were front, Matti Hoxell, Nick Stephaniuk, Fred Wetick, Elis Hakanen, Bill Tripp and Paul Feden.

Back row, Emil Sorby, Steve Kuchara, William Johnson, J.B. Moore and Michael Oshust.

Also honored but not shown were E.E. Anderson, Alex Barchuk, E. Brtko, Paul Gursky, John Hakala, Matti Hoxell, Bertil Lysen, Harry Olsen, J.G. Pesheau, Myron Woloch, Mike Lazoryk and Sam Nelson.

Photo 3: Members honored for 35 years of service were front, Alfred Reinke, Ken Hibi, Henry Lava, Emil Block and Eino Valila.

Back row, Fritz Vorgeitz, Primo De Cal, Vernon Silver, Eino Maki and Aarre Lonnroth.

Also honored but not pictured were A.H. Ahlstrand, Mike Budimir, George Demchuk, Marcel Gagnon, Leo Garneau, Fred Salo and Edwin Sletmoen.

Photo 4: 30-year members were front, Aarne Kauhanen, Toivo Rasinaho, Martti Rajaniemi, Kalervo Konu, Jorma Kivisto, Gisberto Fiorot, Armando Fanti, John Turuba and Arvo Savioja.

Back row, Sulho Paakkunainen, Prosdocimo Bertolo, Erwin Engelhardt, Sauli Makela, Sven Green, Heikki Lahtinen, John Gardner, Kurt Markmann and Kalevi Maki.

Honored but not shown were Guiseppe Cavion, Peter Dahl, Pietro Garbos, Cibald Gessner, Uuno Kaattari, Ramo Kallonen, Matti Lahti, Victor Lindholm, Giovanni Malench, William McCauley, Lutz Naumann, Stanley Nowak, Oiva Pyykola, George Ranta, William Sherman, Konrad Sosnowski, Aimo Vastamaki, Martti Vataja, Volmarino Wegher and Oiva Hyytianen.

Thunder Bay, Ont.—Photo 1

Thunder Bay, Ont.—Photo 5

Thunder Bay, Ont.—Photo 2

Thunder Bay, Ont.—Photo 3

Thunder Bay, Ont.—Photo 4

Photo 5: Honored for 25-years of service were Stan Wickman, Danilo Barro and Vince Young.

Also honored but not pictured was Ronald Bragnalo.

PALM SPRINGS, CALIF.

Members of Local 1046 were recently honored for their continuing service to the Brotherhood.

Photo 1: Al Scriven, 45 years.
Photo 2: Donald Simmons, 40-year pin.
Photo 3: 40-years service, Ralph Mitchell.
Photo 4: Albert Partain, 40-years.
Photo 5: 35-year member, Charles Cuccia.
Photo 6: 35 years service, Lester Pacey.
Photo 7: Ernest Gilbert, 35 years.
Photo 8: James Caudill, 30-year member.
Photo 9: John Tuchfarber, 30-years.
Photo 10: 25-year member, Charles Wright.
Photo 11: Jose Valencia, 20-year pin.

Photo 1

Photo 2

Photo 3

Photo 4

Photo 5

Photo 6

Photo 7

Photo 8

Photo 9

Photo 10

Photo 11

BUFFALO, N.Y.

During a recent quarterly meeting, Piledrivers Local 1978 awarded Charles (Dusty) Rogers Sr. a pin for 50 years of service to the Brotherhood.

POMONA, CALIF.

Members of Local 1752 were honored for their service to the Brotherhood in a recent ceremony.

Photo 1: 50-year members honored were Louis Gootee and Alex Hojkilde.

Photo 2: Members honored for 45 years of service were, front, George Payton, Millard Brady, Manuel Sanchez, Norman Litke and Claud Duffy.

Back row, Leonard Krause, Richard Jones, John Hattendorf and Larry Roenicke.

Photo 3: Honored for 40 years of service were Richard Foerster, Alfred Gehrig, Lloyd Dennis, Gene Blaylock, Harold Carey and Howard Hough.

Back row, Joseph Eikcholt, president, Ed Quathamer, Elmer Joens, Leonard Drake and Leo Chapman.

Photo 4: Other 40-year members, front, F.A. Laturner, Harold Schey, Hank Marcyan, H.A. Schroeder, Alex Mancini, Louie Deamer, P.D. Rodriguez and Norman Brooks.

Back row, Joseph Eickholt, president, Floyd Stinson, Puis Streifel, Charles E. Thomas, Carroll Reber and Joe Jakubiak.

Photo 5: 35-year members honored were, front, Elmer Togersen, George Reinhardt, Dario Delgado, Cecil Hill, Robert Bresino, Charles Thomas and Richard C. Demars.

Back row, Thomas Johnson, Clarence Edgar, Frank Wiltse, Elbert Getty, Jose Macias, Leslie Buckwald, John Pesterfield and James Potts.

Photo 6: Members honored for 30 years service included, front, Frank Castro, Hubert Gessord, Carl Hietikko, Hugo Licis, Ralph Phillips and Frank Ramirez.

Back row, Martin Huerta, Joseph Eickholt, president, Harvey Gamble Sr., Robert Doty, John Anderson and Paul Plummer.

Photo 7: Rudy Schoenburger, Raul Pablano, Gerald Robinson, Walter Rathbone, Arthur Keener and Howard Bronw were honored for 25 years of service.

Photo 1: Pomona, Calif.

Photo 2: Pomona, Calif.

Photo 3: Pomona, Calif.

Photo 4: Pomona, Calif.

Photo 5: Pomona, Calif.

Photo 6: Pomona, Calif.

Photo 7: Pomona, Calif.

KANSAS CITY, MO.

Local 1635 awarded pins during a ceremony held last May at Flagan Hall in Kansas City, Mo.

Photo 1: 50-year member Ernest Weidler and 45-year member Fredrick Hund hold a notebook with minutes of the chapter's first meeting of Nov. 9, 1904. 20-year member Carl Cross is in the background.

Photo 2: 35-year member Emil Holk and 40-year members Bill Caligari, George Davis, R.K. DeWeese, Quinton Eikel, Lloyd Godman, L.F. Holcomb, Louis Lambert and Paul Yust.

Photo 3: 20-year members Marcel Berger, Carl Cross, Bob Betsworth, Joe Damico, Jessie Keeney, Loren Kuder and 30-year member Leslie Webster.

Photo 1: Kansas City, Mo.

Photo 2: Kansas City, Mo.

Photo 3: Kansas City, Mo.

FORESTVILLE, MD.

Members of Local 132 with 40 or more years of service to the Brotherhood were honored at a December ceremony.

Photo 1: Fred Blankenship, 71-year member.

Photo 2: Front, McWelch Jones, 61 years; Roland N. Grauel, 64 years; John Scheibel, 64 years; and John R. Earp, 64 years.

Back Row, Dean E. Hardman, recording secretary and Anthony J. Giaquinta, president.

Photo 3: James Lenard Lance, 58-year member.

Photo 4: Front, Dempsey E. Batchelor, 47 years; Fenton M. Herrell Jr., 51 years; Charles F. Bell, 46 years; and Samuel Buford Jones 47 years.

Back row, Hardman, Henry A. Anderson, 50 years; Carroll W. Lewis, 63 years; George A. Gardiner 54 years; and Giaquinta.

Photo 5: Front, Charles E. Lawrence, 47 years; William W. Kerr, 47 years; James E. Boley, 46 years; and Marion T. Collinson, 46 years.

Back row, Arthur Heath, 47 years; Julius L. Casear, 46 years; Arvel B. Clark, 46 years; Raymond E. Bramble, 46 years; and Harvey E. Ennis, 46 years.

Photo 6: George Shuppert, 46-year member.

Photo 7: Front, Samuel J. Nutwell, 45 years; John E. Andrukite Jr., 45 years; Thomas G. Roberts, 46 years; and Joseph Pittore, 46 years.

Back row, Joseph Spencer, 46 years; Louis Turner Gee, 46 years; Frank Vollmerhausen, 45 years; Lester Weaver, 46 years; and Robert H. Heflin, 46 years.

Photo 8: Front, Andrew Hetrick, 41 years: Albert Paddy, 46 years; Charles A. Barr, 41 years; and Lewis B. Ensminger Sr., 52 years.

Back row, Hardman, James R. Simpson, 42 years; Harold Benson, 41 years; and Giaquinta.

Photo 9: Walter Haislip, 41-year member.

Photo 10: 41-year members, front, Lee E. Webb, Joseph Kiser, William H. Bosely and Robert A. Heap Sr.

Back row, Donald Carbaugh, John J. Glock, Albert W. Fulk, Charles Detwiller and Alfred F. Goad.

Photo 11: Front, Carlton Hall, 40 years; Garrie L. Shope, 41 years; Ralph Story, 41 years; Arthur J. Anderson Sr., 40 years.

Back row, Earl Kukendall, 41 years; Henry Yates, 40 years; Asa Marsteller, 41 years; William Parsell, 40 years; Daphno Fronzoli, 40 years; and Clyde Henry, 40 years.

Members receiving pins but not pictured were Irvin Myers, 66 years; Irvin Buck, 65 years; Hamilton Bryden Jr. and John S. Finlay, 64 years; George Grauel, Fred D. Jones, S.B. Lee and M.L. Morrison, 63 years; Eric W. Carlson, R.W. Cummings, Howard W. Deer and Sherman McDonald, 62 years; I.W. Anderson and Michael McKain, 61 years; Harold Broken, 59 years; John G. Hazell, Archie Headridge and James Lance, 58 years; Freddie Chewning, 57 years; Russell Brown and William Morrison, 56 years; Cleveland Loeffler, 55 years; John M. Power Jr., 53 years; Innis Clore and Leo Haber, 52 years; G.D. Burnette Jr., Otto M. Disse Jr. and John F. Kull Jr. 51 years; Roger Golt, William R. Makara, A.H. Ritter and Odin Siversten, 50 years; and George V. Johnson Sr., Ellsworth Koons and F.W. Leinneweber, 49 years.

48-year members were Buford M. Dill, Fred A. Hill, W.D. Patton, John C. Ragland and Joseph J. Ritter.

47-year members were Marion L. Beach Sr., Clarence David Berger, Courtland B. Bolt, John Boyer Sr., David J. Buckley, Martin C. Cressman, Roy Dotson, Warner Eutsler Sr., Samuel B. Goodspeed, Morris Green, Arthur Dustin Green, Benjamin Hodges, Joseph B. Jeffrey, James McCafferty, Harry McGargle, William Oelkrug, John W. Quedens, Rush H. Sayre, Roy L. Shaw, Everett Simms Jr., Joseph K. Smith, William J. Taylor, Andrew Tester and Lawrence H. Vehrs.

46-year members were John Irvin Anderson, Robin F. Clayton, Claude W. Comer, Harold Cowan, Robert L. Crouse Jr., August A. Domick, Robert E. Dorsey, Harmon B. Franklin, Mark E. Garrett, Joseph Gillingham, Basil W. Harding, James Willie Hineyard, Mike Kephart, Oscar E. Koenig, Sherman Linton, Woodrow W. Mossburg, James D. Peake, S.L. Ragland, George Shuppert, Richard C. Smallwood, George W. Smith, Kenneth Souders, Tom Stone, J.T. Tankersley, S. Russell Taylor, Daniel B. Thomson, James A. Trammell, Nelson Carr Vance, Quay L. Weaver and Norval C. Wilson.

45-year members were Cecil R. Burbridge, Hugh Davidson, Robert Eiker, Harry Fleming, Alfred Francis, James E. Hall, Norman C. Hunt, Michael Perrett, George Roat and Raymond H. Wamsley.

44-year members were Thomas L. McDade Fred C. Popowski, Mehrle F. Shriner, Joseph Snyder and John F. Willoughby.

43-year members were William F. Magers and Homer G. Sargent.

42-year members were Homer Arvin, J.P. Daley, Crawford Jefferson, Claude R. Jones, Andrew J. Roat and Gerald V. Uller.

41-year members were Walter E. Bassford, Norman Russell Beard, Robert K. Bladt, David Brockett, Joseph C. Bumgardner, Charles L. Butler Sr., Thomas Cherry, Elwin Darwin Davis, E. Grant Forney, Albert T. Gilbert, John M. Gordon Jr., Walter E. Haislip, Byars C. Harvey, Lester R. Henry, Elvin F. Higdon, Wardney V. Hottinger, J.D. Jones, Archie B. Kasulke, James W. Michael, Joseph Minnick, Robert C. Moore, Norman D. Mullinix, Earl Noel, Hullett C. Pettit, Roy A. Portner, Frank G. Rice Jr., George P. Saunders Jr., Richard Silliman, Darrell B. Sipes, Earl W. Smith, Fred L. Smith, Joseph Stultz, Theodore M. Trudo, Henry C. Wagner and William L. Weiger.

40-year members were Leon Austin, Eugene F. Boone, Donzie Cook, Gordon Detwiller, Paul L. Disse, Melvin Fullerton, Joe Goins, Russell G. McCarty, Marion Nieman, John Plitzko, Robert L. Richmond Jr. and Russell E. Snyder.

Photo 1: Blankenship

Photo 2: Forestville, Md.

Photo 3: Lance

Photo 4: Forestville, Md.

Photo 5: Forestville, Md.

Photo 6: Forestville, Md.

Photo 7: Forestville, Md.

Photo 9: Forestville, Md.

Photo 8: Forestville, Md.

Photo 11: Forestville, Md.

Photo 10: Forestville, Md.

MORGANTOWN, W. VA.

Local 604 hosted a buffet dinner to honor members for their service to the Brotherhood.

Photo 1: Members honored for 45 years of service were Albert Zimmerman, John Hackney, A.C. Fetty and Alvin Robinson.

Photo 2: 40-year members honored were John Ammons, Wilbert Marsh and William Burch.

Photo 3: Members honored for 35 years included, front, Roy Williams, Dale Davis, Willie Barlett and William Everly.

Back row, Oscar Whipkey, Aurist Andrick, Edward Morgan, Herbert Flemming and Charles Johnson.

Photo 4: 30-year members honored were George Pritt, Francis Haught, Paul Lenhart, Harry Campbell and Maple Lemley.

Photo 5: 25-year members included were Clifford Wolfe, Walter Evans and John Frey.

Photo 6: 20-year members honored were John Martin, Marvin Poston, Edwin Carte, James Staggs Jr., Richard Keefouer and Robert Strahin.

Photo 7: 20-year members honored were, front, Jack Gibson, Ward Moyers, David Schnopp and Everett Sell.

Back row, Eldon Nicholson, Donzel Wells, Gene Burner, Roger Gainer, Roy Gibson, John Jones and James Bebout.

Photo 8: 20-year members honored were, front, John Breedlove, Lester Pratt, Stephen White, Richard Pride and Richard Cummins.

Back row, George Wycinsky, Lewis Vincent, Richard Vaglienti, Keith Tustin and Franklin Dailey.

Photo 1: Morgantown, W. Va.

Photo 2: Morgantown, W. Va.

Photo 3: Morgantown, W. Va.

Photo 4: Morgantown, W. Va.

Photo 5: Morgantown, W. Va.

Photo 6: Morgantown, W. Va.

Photo 7: Morgantown, W. Va.

Photo 8: Morgantown, W. Va.

ELIZEBETH, N.J.

Local 715 presented service pin awards at its annual Christmas Party to the following members.

Photo 1: 40-year members honored were William Wolf, William Fitzgerald, Hal Odegard, Charles Sheperis, Ernie Vaughn, Fred Sberna, Don Gangemi, Oscar Kaplan and Ray Dowd.

Photo 2: Other members honored included Joseph Smeragalia, 35 years; Anthony Gaetano, 35 years; William Neary, 35 years; John Dietz, 35 years; Stan Messler, 30 years; Phil Beradinelli, 30 years; Vincent Furia, 25 years; and Robert Hess, 25 years.

Photo 1: Elizabeth, N.J.

Photo 2: Elizabeth, N.J.

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER *magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.*

IN MEMORIAM

The following list of 815 deceased members and spouses represents a total of $1,520,502.14 death claims paid in April 1988; (s) following name in listing indicates spouse of member.

Local Union, City

2 **Cincinnati, OH**—Henry W. Snyder, Rudolph L. Mason.
3 **Wheeling, WV**—Clarence L. Moore, Leo Storch, Ralph B. Miller.
4 **Davenport, IA**—Billy Gene Aringdale, Cynthia Olderog (s), Lester Poell.
5 **St. Louis, MO**—Alma Weinzettel (s), Joseph Bonanno, Raymond R. Kostedt.
8 **Philadelphia, PA**—Walter J. Wish.
10 **Chicago, IL**—John Thomas Hermann, Lawrence Harry Newling, Robert F. Tomsik, Stefan Muzyka.
11 **Cleveland, OH**—Stanley Gabriel.
12 **Syracuse, NY**—Bernard J. McNeill, Leonard W. Pickard, Reginald O. Verrett.
13 **Chicago, IL**—Curtis Roger Viar.
14 **San Antonio, TX**—Henry C. Williams, Joseph P. Meredith, Tom S. Garza.
15 **Hackensack, NJ**—Anthony J. Ferraro, Einar Hedin
16 **Springfield, IL**—Fred Thierbach.
17 **Bronx, NY**—Danvig Waaland, James Blaikie, John Blanke, Joseph L. Thomas, Muriel Imarata (s), Santo Cambria.
21 **Cleveland, OH**—Eugene Dismon, Hubert C. Crites, Pauline Moskovitz (s), Tony B. DiFranco.
22 **San Francisco, CA**—Henry J. Oberg, Hugh W. Dozier, Maria Elsa Flores (s), Michael Biagini, Remo E. Luzzi, Rollo A. Brown, William Sey Jr.
24 **Central, CT**—Anthony Urewicz, Carolyn Matula (s), Dominic Raiano, George Laput, Leonard J. Gomez, Salvatore Pinto, Stanley French.
25 **Los Angeles, CA**—Elton Graybiel, Lota Ruth Winter (s).
27 **Toronto, Ont. CAN**—Pentti Jussila.
33 **Boston, MA**—Sally Weingart (s).
35 **San Rafael, CA**—Eddie A. Bell.
36 **Oakland, CA**—Carl Thomsen, Charles J. Vares, Drexil Holladay, Ernest A. Winge, Lillian N. Edwards (s), Milton E. Williams, Richard C. Cade.
40 **Boston, MA**—Albert V. King, Frederick D. Jonas III, George Howard, Thomas A. Medugno.
42 **San Franciscn, CA**—Jaroslav Chlup, Paul Tarango, William B. Hartig.
44 **Champaign & Urbana, IL**—Mae F. Halcrombe (s), Noble Bruce, Vera F. Winklepleck (s).
47 **St. Louis, MO**—Charles Erwin Labruyere.
49 **Lowell, MA**—Francis P. Murphy Jr., Walter J. Buckley.
50 **Knoxville, TN**—Jack E. Parks, Ruby Pearl Greene (s).
51 **Boston, MA**—Everett M. Stalker, John Widener.
53 **White Plains, NY**—George Kuruz, Metro Yaroscak.
56 **Boston, MA**—Charles F. Knox.
58 **Chicago, IL**—Florence I. Fredrickson (s), George Stranko, Raymond Wodrich, Roy F. Burhop.
61 **Kansas City, MO**—Clarence Windscheffel, Homer Bay, James L. Miles, John H. Wescott, Theodore Eckart.
62 **Chicago, IL**—Charlie J. Wavra, Fred Sundberg.
64 **Louisville, KY**—Alberta Bailey (s), Joseph G. Oberhausen, Mary Eupha Robey (s).
65 **Perth Amboy, NJ**—Stephen Pastor.
66 **Olean, NY**—Burr Leonard Bell, Earl W. Hurd.
67 **Boston, MA**—Bliss C. Johnson.
69 **Canton, OH**—Ludwig Birk.
71 **Fort Smith, AR**—Fred Bach.
76 **Hazelton, PA**—Helen Adams (s).
80 **Chicago, IL**—Andrew J. Dewbrey, Eula D. Coe (s), Geraldine E. Crawford (s), Verner J. Uutala.
87 **St. Paul, MN**—Harold Henrickson, Joseph Zrust, Simon Roehl, William Baumeister.
90 **Evansville, IN**—Ervin Thompson Jones.
94 **Providence, RI**—Bernard Picard, Irene Dupont (s), Phyllis Catherine Pascale (s).
95 **Cleveland & Lake Co., OH**—Randall R. Black.
98 **Spokane, WA**—James W. Jackson.
101 **Baltimore, MD**—John Neal Lockamy.
104 **Dayton, OH**—Pete Karl Durst, Raymond L. Bazzell.
105 **Cleveland, OH**—Charles V. Kearney.
106 **Des Moines, IA**—Charles H. Riley, Edward E. Cotter, Oscar Holmstrom, Roberta L. Hulshizer (s).
108 **Springfield, MA**—Arthur P. Champagne, Walter Toper.
109 **Sheffield, AL**—Homer S. Myrick, James Peeden.
111 **Lawrence, MA**—Jeanne B. Doucette (s).
113 **Middletown, OH**—Charlie Gentry.
114 **East Detroit, MI**—Annie Belle Johnson (s), Dorothy Hansen (s), Louis Boroski, Lucille T. Dodd (s), Michael K. Gaines, Richard Napoletano, Thomas Martinello, Virginia Moskal (s), Walter L. Minda.
118 **Detroit, MI**—Carl Ahlsten, Charles E. Brackney, Earl E. Olson, Eusebio Pete Lavin, John J. Nonge, Michael Horvatic, Robert Cruden.
120 **Utica, NY**—Adolf S. Lado, Arlinda Thrasher (s).
123 **Broward-County, FL**—Floyd W. Smith, Leslie J. Harrington, Richard Y. Perez, Shirley Young.
124 **Passaic, NJ**—Anna Berthold (s), Dina Dewar (s), Fred Stellingwerf, John M. Stun.
125 **Miami, FL**—Don Ray Peters, George Buehler, Robert A. McKenna, Robert Eugene Rodgers, Robert M. Roth, William Robie Lincoln.
126 **Cincinnati, OH**—John C. Rinckel, Richard Konrad Loesing, William S. Hill.
127 **Birmingham, AL**—Harry Dodd, Herbert A. Wilhite, Herman W. Rosser, William Jackson Neighbors.
128 **St. Alhans, WV**—Russell M. Hall, Thomas G. Harris.
130 **Palm Beach, FL**—Asko Altti Oja.

Local Union, City

131 **Seattle, WA**—Anna Brody (s), Bud A. Wasson, Dalton Tillett, Eugene F. Shuck, Morris F. Weigel, Thomas A. Bennett, Warren G. Leininger.
132 **Washington, DC**—Fred J. Hirrlinger Jr., Ruth Beard (s).
133 **Terre Haute, IN**—Donald L. Young.
134 **Montreal, Que, CAN**—Carlo Rossi, Jean Marie Beaulieu, Rose Wavroch (s).
135 **New York, NY**—Peter Marinaro.
140 **Tampa, FL**—Andrew Edward Nyman, Arthur J. Ferrone, Louwella M. Gray, Ronald A. Elkins, Walter A. Gibson.
144 **Macon, GA**—James P. Bloodworth.
149 **Tarrytown, NY**—James Ritchie, Thomas A. Morrison.
162 **San Mateo, CA**—Edgar H. Morrill Jr., Louie J. Mantoani, Ralph C. Barnes, Rudolph Clayton Ruhl.
163 **Peekskill, NY**—John Ross.
165 **Pittsburg, PA**—John Anderson.
166 **Rock Island, IL**—Fay H. Roselle (s), Marie L. Jacobs (s), Mary Alice Lynn (s).
181 **Chicago, IL**—Robert L. Olson.
182 **Cleveland, OH**—Harold L. Reid.
183 **Peoria, IL**—Orville S. Brownell, Walter Tiarks.
184 **Salt Lake City, UT**—Arnold V. Schwitzer, Theo I. Palmer.
187 **Geneva, NY**—Jeanette A. Didona (s), Wheeler A. Crandall.
188 **Yonkers, NY**—Giuseppe Derose, John L. Gizzi.
190 **Klamath Falls, OR**—Crete Robinson.
195 **Peru, IL**—Robert Erwin.
199 **Chicago, IL**—Eleanor A. Bramowicz (s).
200 **Columbus, OH**—Jesse E. Stires, O. C. Coward, Raymond H. Stevens.
207 **Columbus, OH**—Eulis Salyer, George W. Jones.
209 **San Fernando, CA**—Benjamin John Elmlinger, C. Joseph Barnett, Edward Preice, James F. Fitzgerald, Lillian Neuhaus (s), Robert Joseph Paige Sr., Roy M. Falk, Ruel A. West.
210 **Stamford, CT**—Albert A. Torrillo, Andrew Strong, Joseph Orlando, Luree R. Simko (s), William J. Sawrun.
211 **Pittsburgh, PA**—Andrew M. Gebert.
212 **Cleveland, OH**—Andy Smetanka, Marko Krmpotic.
218 **Boston, MA**—Marion Marshall (s).
223 **Nashville, TN**—Arthur Collin Hoover, Charlie Wesley Flowers, Thales C. Ridings.
225 **Atlanta, GA**—Gay Nell D. Myrick (s), Harley Excell Mabry, James C. Eubanks.
232 **Fort Wayne, IN**—Dale Duane Harter, Fred Coddington.
242 **Chicago, IL**—Albin Axelson, Larry J. Pontarelli.
246 **New York, NY**—Brian G. Yorke, Louis Garber, Peter Seibold.
247 **Portland, OR**—Dean A. Browne, Einer C. Vohnson, Eloise D. Stubbs (s), Frank Bergman, Robert A. Anderson.
248 **Toledo, OH**—Aline Osborn (s).
250 **Waukegan, IL**—Frank J. Tannert.
255 **Bloomingburg, NY**—Julia Earl (s).
257 **New York, NY**—Harro Wiebalck, Helen Heyman (s), Rose M. Donnadio (s).
259 **Jackson, TN**—Julian Carlisle Boyce.
260 **Berkshire Cnty, MA**—Harold Tryon.
261 **Scranton, PA**—Kermit Pilger, Stephen Gamble.
262 **San Jose, CA**—Anton Pollmeyer, Blaine Tuttle, Edgar Neils Nelson, George Bruce Cuthill, Jens Gielow, John A. Rebeiro, John Adam Tinsley, John Gianinazzi, Peder C. Pedersen.
264 **Milwaukee, WI**—George Webster, Mathew Mueller, Oran Atlee Ingebrigtson.
265 **Saugerties, NY**—Frank Bopp.
267 **Dresden, OH**—Dwight F. Wince, Robert L. Jenkins.
283 **Augusta, GA**—Euler Alvin Talbert.
286 **Great Falls, MT**—Viola Brewington (s).
287 **Harrisburg, PA**—Oscar K. Duke, Paul E. Kemp.
296 **Brooklyn, NY**—Alvilde Ludvigsen (s), Archibald Walkes, Emil Homme, Ola Olsen.
297 **Kalamazoo, MI**—Arthur Lewis Edwards, Douglas Wayne Stauffer.
306 **Herminston, OR**—Joseph Harold Greiner, Walter White Sr.
309 **San Gabriel, CA**—Jess E. McGee.
311 **Joplin, MO**—Alva M. McGarrah.
314 **Madison, WI**—Alois Schrenk, Floyd J. Sweeney.
316 **San Jose, CA**—Clarence Braeger, Glen C. Freeman, James R. Alford, Kenneth D. Peterson, Teague T. Rees.
324 **Waco, TX**—James Dean Pinkston.
329 **Oklahoma City, OK**—Corolene Campbell (s), Riley Bruce Melrose.
334 **Saginaw, MI**—Lawrence W. Huntley.
338 **Seattle, WA**—Emil Strum, Hilding Eckloff, Homer Toombs.
343 **Winnipeg, Mani, CAN**—Peter Kubish.
345 **Memphis, TN**—Bert Ellis, Curtis D. Helums, Will G. Davis.
348 **New York, NY**—Juan Guillan Fernandez, Leonard Bjelland, Richard W. Johnson
350 **New Rochelle, NY**—Vito Covino.
357 **Draffenville, KY**—John W. Moses Sr.
359 **Philadelphia, PA**—John Dorylis, Lennart A. Lorens.
361 **Duluth, MN**—Esther L. Wiita (s).
363 **Elgin, IL**—Robert Mitchell.
370 **Albany, NY**—Berman E. Stanton, Beverly Oclair (s), Delphis Lachapelle, Henry W. Vanhecke.

Local Union, City

372 **Lima, OH**—Clarence W. Mason, Violet J. Swartz (s).
374 **Buffalo, NY**—Joseph Bryniarski.
388 **Richmond, VA**—James Glen Bufford.
393 **Camden, NJ**—James B. Sewell, Milan Milanovich.
398 **Lewiston, ID**—Regis R. Ewing.
400 **Omaha, NE**—Maxine D. Kennedy (s), Stanley L. Unger, Thomas J. Seballos, Wesley L. Gibbs.
410 **Ft. Madison & Vic, IA**—Alton Luder, Earnest E. McDowell, Rudolph Johnson.
411 **San Angelo, TX**—Ray Harry Hendricks.
413 **South Bend, IN**—Warren M. Essig.
417 **St. Louis, MO**—Willard Knickmeyer.
422 **New Brighton, PA**—George J. Graham
424 **Hingham, MA**—Arthur E. Bennette.
429 **Arlington, TX**—Clarence J. Holt, Clint A. Blankinship, Francis W. Gilbow, Joseph S. Carroll, Lorrimer Errington Thomas, Louis C. Moore, William Eugene Jernigan, William John Manchen.
434 **Chicago, IL**—John P. Mizgate.
452 **Vancouver, BC, CAN**—George J. Plosila, Otto Oskar Becker.
454 **Philadelphia, PA**—Bernard Roland Mansfield, Domingo Vina, John W. Woodson.
455 **Somerville, NJ**—Harold Lukas.
465 **Chester County, PA**—Marie R. Mallon (s), Raymond J. Brooke.
470 **Tacoma, WA**—Chester A. Wright, Michael Frank, Ronald C. Christy.
472 **Ashland, KY**—Jay M. Childers, Wilbur I. Brewer.
475 **Ashland, MA**—Alice Mary Aitken (s), Robert M. Eisenhauer.
480 **Freeburg, IL**—Herman B. Otten.
483 **San Francisco, CA**—Eddie J. Richard, Louis Piombo.
493 **Mt. Vernon, NY**—Clementina Deraffele (s), Dominick Deraffele.
494 **Windsor, Ont., CAN**—Harold Woodiwiss.
502 **Port Arthur, TX**—John W. White, Joseph Gentile.
505 **San Diego, CA**—Fonnie C. Taylor, Harry E. Brush, Orin William Stalnaker, Paddy Odean.
510 **Berthoud, CO**—Theodore A. Weller.
515 **Colo. Springs, CO**—Sol Edgar Kitchen, Walter R. Kosek.
531 **New York, NY**—Joanne Augustowski (s).
532 **Elmira, NY**—Archie Anstey.
542 **Salem, NJ**—Maryellen Haynes (s).
543 **Mamaroneck, NY**—Louis S. Spizzirro, Nardino Ruggiero.
546 **Vincennes, IN**—Otho P. Walters.
548 **Minneapolis, MN**—Donald A. Wisehart.
551 **Houston, TX**—Doyle Alfred Corley, James S. Hickey, Marvin K. Crawford.
558 **Elmhurst, IL**—Fred Heim Sr., Leon Carson Partee.
562 **Everett, WA**—Raymond Glasoe.
569 **Pascagoula, MS**—Alfred Daniel Jerkins, James Henry Hollingsworth, William W. Jarrell.
579 **St. John, NF, CAN**—Irvin Parrott.
586 **Sacramento, CA**—Charles W. Yocum, James M. Blades, Karl J. Towle, Ted Louis West, Vernice B. Winter.
595 **Lynn, MA**—Giovanni Milani.
596 **St. Paul, MN**—Glenda B. Katke (s), Larry M. Hartse.
599 **Hammond, IN**—Elizabeth M. Balick (s), Willard Mudd.
600 **Lehigh Valley, PA**—John Zeman.
603 **Ithaca, NY**—Albert Mulks, Helen C. Benjamin (s).
606 **Va Eveleth, MN**—George G. Kline.
608 **New York, NY**—Algot Nelson.
620 **Madison, NJ**—Carmine Fiorilli, Stanley Wojewodzki.
621 **Bangor, ME**—Jacqueline L. Faulkner (s), John F. Nelson.
623 **Atlantic County, NJ**—Harold H. Thompson.
624 **Brockton, MA**—Gerald T. Looke.
625 **Manchester, NH**—Michael J. Wierzcholek.
626 **Wilmington, DE**—Joseph C. Johnson.
627 **Jacksonville, FL**—Aubrey Leroy Bradley, Gordon S. Martin, Ira B. Bratcher, Mabel P. Dagley (s).
630 **South Bay, CA**—Baxter Byron Pringle, Garland R. Cannon.
634 **Salem, IL**—Elmer J. Michael, Evelyn C. Adams (s), Harry Richard McBride.
638 **Marion, IL**—Ella A. McGee (s), Ferdinand Sweitzer, Joe Virgil Avery, Robert Joe Petroski.
639 **Akron, OH**—Albert Shaffer.
640 **Metropolis, IL**—Otis J. Burns, Robert Paul Rubenacker.
642 **Richmond, CA**—Harold Koehne.
644 **Pekin, IL**—David S. Longnecker, Walter E. Alde.
665 **Amarillo, TX**—Floyd Pritz, Tommy R. Rigdon.
668 **Palo Alto, CA**—Althea Patricia Prack (s).
690 **Little Rock, AR**—James E. Ried, Woodrow W. Roachell.
701 **Fresno, CA**—Emmett L. Smith, Henry M. Miller, Raymond M. Davis, William G. Bagwell.
704 **Jackson, MI**—Duane E. Boland.
711 **Salem, OR**—Raymond J. Brooner.
715 **Elizabeth, NJ**—Edward Laskoski, Joseph F. Golden Sr., Sidney Resnik.
720 **Baton Rouge, LA**—Gordon Loyd, William D. Hughes Jr.
721 **Los Angeles, CA**—Charley R. Lee, Everett Cowan, Ignacio S. Alvarez.
724 **Houston, TX**—John Doepping.
725 **Litchfield, IL**—Walter R. Jubelt.

Local Union, City

742 **Decatur, IL**—Albert W. Miller, Charles Mauck, Raymond W. Revis, Robert E. Wooley.
743 **Bakersfield, CA**—Earl Mason, Mabel E. Sands (s). Mancel Butler.
745 **Honolulu, HI**—Carroll R. McFatridge, Kanichi Shigehara, Norman Noah, Ralph Okunaga, Saichi Nakaza, Teruko Mukaida (s).
747 **Oswego, NY**—Gilbert Marlowe, Nicholas J. Solazzo.
751 **Santa Rosa, CA**—Charles Grove, Earl Rogers Palmer, George Zane, James V. Gordon, Russell Miller, Sidney G. McGrew.
764 **Shreveport, LA**—Thomas Franklin Reaves.
769 **Pasadena, CA**—John W. Forrester.
770 **Yakima, WA**—George Washington Deaton, Ralph M. Hawley.
780 **Astoria, OR**—John H. Lowe, John Leland Swanson.
805 **San Diego, CA**—Herschel Lee Johnson, James C. Sterner.
808 **Blackfoot, ID**—Ruby R. Bailey (s).
829 **Santa Cruz, CA**—Herman E. Sommer, Lloyd S. Vogel.
839 **Des Plaines, IL**—Frank E. Sauer, Joseph D. Devito, Petrus Falkman.
844 **Canoga Park, CA**—Concetta Marie Howard (s), Everett W. Stebbins, Jerry G. Walls, Juanita Gold (s).
845 **Clifton Heights, PA**—Charles J. Cain, John J. Marucci, Romeo Deluca.
848 **San Bruno, CA**—Mark H. Aronson.
851 **Anoka, MN**—Leo K. Shobe.
857 **Tucson, AZ**—James D. Thomas, John Clarence Fry, Lawrence Edwards.
865 **Brunswick, GA**—Alton B. Clark.
871 **Battle Creek, MI**—Merrill Wayne Allerding.
899 **Parkersburg, WV**—Mark S. Callow.
902 **Brooklyn, NY**—Lars Solvik, Raymond Tesar.
906 **Glendale, AZ**—Thelma Storm (s).
921 **Portsmouth, NH**—Custer A. Chase, George W. Brewster.
925 **Salinas, CA**—H. B. Barnes.
929 **Los Angeles, Ca**—Janice Elizabeth Teeples (s).
930 **St. Cloud, MN**—Irene Pekarek (s).
943 **Tulsa, OK**—George H. Welker, Irene Seabolt (s).
955 **Appleton, WI**—Eugene J. Welhouse.
958 **Marquette, MI**—Everette G. Larson.
977 **Wichita Falls, TX**—Wayne E. Phillips.
1001 **N Bend Coos Bay, OR**—Mary E. Bowers, (s).
1002 **Knoxville, TN**—Joe R. Delaney.
1006 **New Brunswich, NJ**—Herman Schmidt, Joseph Kubis, Richard Marciante, Stella Baranowski (s).
1026 **Miami, FL**—Mary Etta Royster (s).
1027 **Chicago, IL**—Fritz E. Carlson, Leo S. Berhinig.
1040 **Eureka, CA**—Alfred Jacob Schmidt.
1051 **Springfield, IL**—John F. Galletti.
1052 **Hollywood, CA**—Florence L. Chappell (s), Frederick W. Chappell, Gordon M. Phillips, Jack Steinmiller.
1053 **Milwaukee, WI**—Arthur P. Kirschnik.
1080 **Boonville, IN**—Dorothea Jean Oberst (s).
1089 **Phoenix, AZ**—Dorothy Fogle (s), Mary Thelma Stiles (s).
1091 **Bismarck Mandn, ND**—Fred C. Cunningham.
1093 **Glencove, NY**—Frank Ruthkowski.
1098 **Baton Rouge, LA**—Clifton C. Strickland, Fendrick E. Cain, Luna S. Young (s), Phillip Freeman.
1102 **Detroit, MI**—Fred Wilson, Ivan E. Gilbert, John James Shreve.
1109 **Visalia, CA**—Odell Edward Miller, Raymond Elbert Turner.
1120 **Portland, OR**—Arthur Thibodeau, Carl W. Richardson, Joseph M. Vanorsow.
1147 **Roseville, CA**—Joseph Ray Beeson.
1149 **San Francisco, CA**—Adolph Gunneson, Dennis Powers, Francis N. Jarvis.
1160 **Pittsburgh, PA**—Stanley R. Grzegorczyk.
1164 **New York, NY**—Angelo Dimatteo, Ludwig Kurz.
1185 **Chicago, IL**—Burton K. Drathring, Daniel F. Ryan, John H. Mayes.
1186 **Alton, IL**—Aaron Reid Brown.
1235 **Modesto, CA**—Lenora Hodges (s), Roy Fred Stalians.
1243 **Fairbanks, AK**—Carl R. Peterson, Frank W. Leggett.
1251 **N Westminster, BC, CAN**—James C. Wright, Mary Theresa Dahl (s).
1266 **Austin, TX**—Homer W. Hudler, John R. Wilson.
1273 **Eugene, OR**—Paul T. Grimes.
1278 **Gainesville, FL**—General Lee Lester Sr.
1281 **Anchorage, AK**—Marshall J. Sleeper.
1292 **Huntington, NY**—Carl E. Anderson, Edward Dombek.
1294 **Albuquerque, NM**—Leana M. Howard (s).
1300 **San Diego, CA**—John W. Huckell, Theodore E. Haberland.
1302 **New London, CT**—Matthew V. Lydick, Sophie Matejek (s).
1303 **Port Angeles, WA**—Doris Ileane Copeland (s).
1305 **Fall River, MA**—Joseph Machado, William E. Harlow Jr., William H. Portas.
1307 **Evanston, IL**—Adam Lusiak, Edward H. Tadish, Leonard L. Weber.
1310 **St. Louis, MO**—James M. Barrett, Sr.
1319 **Albuquerque, NM**—Theodore Johnson.
1325 **Edmonton, Alta. CAN**—Gijsbertus Westmaas.
1329 **Independence, MO**—Sallie May Adams (s), Wallace L. Adams.
1342 **Irvington, NJ**—John Specian, Kurt Kirste.
1362 **Ada Ardmore, OK**—Zula Christine Capshaw (s).
1373 **Flint, MI**—Ronald Lee Evans.
1382 **Rochester, MN**—Cecil L. Fitzgerald, Mary Jane Moreau (s), Orlo Richard Foote.
1388 **Oregon City, OR**—Harold E. Smith.
1392 **New Glasgow, NS, CAN**—John M. MacDonald.
1407 **San Pedro, CA**—George Yanker, John P. Petkavich.
1408 **Redwood City, CA**—Geneva N. Wolk (s).

Local Union, City

1418 **Lodi, CA**—David Beglau, Jack C. Gordon.
1419 **Johnstown, PA**—Robert F. Miller.
1423 **Corpus Chrstie, TX**—Frances Duncan (s).
1445 **Topeka, KS**—Julius Martell.
1452 **Detroit, MI**—Frank R. Cavallaro, Joseph A. Mangner.
1453 **Huntington Bch, CA**—Lou Richman, Marybell Harryman (s).
1456 **New York, NY**—Arne Ring, Arthur Nersten, James Kane, Karl E. Johnson, Kolbjorn Lund, Thomas Stach, William MacInnis.
1471 **Jackson, MS**—George Thomas Tucker.
1478 **Redondo, CA**—Easter Holly (s).
1486 **Auburn, CA**—Jerry M. Wells, Leslie L. Thomas, Wilma Iola Larson (s).
1497 **E Los Angeles, CA**—Kermitt Whitaker
1506 **Los Angeles, CA**—Charles Leon Byler, Charles W. Sanders, Johnnie Faye Kimberling (s), Robert N. Remy.
1507 **El Monte, CA**—Allen K. Hansen, Georgia Perkins Tanner (s).
1521 **Algoma, WI**—Joseph J. Havel.
1532 **Anacortes, WA**—Roy W. McInnes.
1533 **Two Rivers, WI**—August Gerstner.
1536 **New York, NY**—Bernard Spinard, Enrico Trentini, Vincent Diorio.
1541 **Vancouver, BC, CAN**—Emil L. Erickson, Helen C. Seaholm (s).
1545 **Wilmington, DE**—Thelma J. Basley (s)
1553 **Culver City, CA**—Gerald Delbert Lange, Norman D. Calhoon, Thomas Anderson.
1554 **Miami, FL**—Raul Lorenzo.
1564 **Casper, WY**—Chester L. Davis.
1569 **Mdcne Hat, Alta, CAN**—Philip Reiling, Richard Frank.
1583 **Englewood, CO**—August F. Lager, Juan Gomez.
1590 **Washington, DC**—Albert L. Parks, Ivan S. Hamm.
1592 **Sarnia, Ont. CAN**—Kathleen McKeon (s).
1595 **Montgomery County, PA**—Anthony Coccia, Dominic Jessel, Ethel G. Kooker (s), George Brauer, Merrill Hertzog.
1596 **St. Louis, MO**—Ervin Brachtendorf, Henry C. Moret, Michael J. Bommarino.
1607 **Los Angeles, CA**—Fernando R. Scolari, Oscar Daum.
1615 **Grand Rapids, MI**—Ralph H. Stinson.
1618 **Sacramento, Ca**—John B. Linhares.
1622 **Hayward, Ca**—Bob Leon Martin, Emil Lillak, James Riestra, Veronica M. Mullin (s), William Alfred Dyer.
1632 **St. Luis Opispo, CA**—Clara I. Johnson (s).
1641 **Naples, FL**—James Gallagher Jr.
1664 **Bloomington, IN**—Edwin M. Douglas.
1665 **Alexandria, VA**—Archie M. Ray.
1669 **Ft. William, Ont., CAN**—Mary Sorby (s), Paul Gursky.
1689 **Tacoma, WA**—Alfred T. Johnson, Mike J. Rokita, Otto Zander.
1693 **Chicago, IL**—Joseph J. Bartosz.
1699 **Pasco, WA**—Louis L. Day.
1733 **Marshfield, WI**—Frank H. Tykac, John A. Wiltgen.
1739 **Kirkwood, MO**—Kenneth A. Waters.
1749 **Anniston, AL**—Sarah Evelyn Reaves (s), Vera Elizabeth Morris (s).
1752 **Pomona, CA**—Carl S. Sauer, Florence L. Pinnell (s).
1765 **Orlando, FL**—Walter R. Sullins.
1772 **Hicksville, NY**—Stanley Hopek.
1778 **Columbia, SC**—Otto C. Gregory.
1789 **Bijou, CA**—Harriett C. Niblack (s).
1811 **Monroe, LA**—Alva Lee Mixon.
1823 **Philadelphia, PA**—Mary Pantalone (s).
1831 **Washington, DC**—Ralph W. Pomeroy.
1832 **Escanaba, MI**—Ferris G. Johnson.
1845 **Snoqualmie, WA**—Charles McCullough.
1846 **New Orleans, LA**—Edward B. Burks, Henry J. Richardson, Karl Bertram Jr., Pedro Joseph Aleman, William E. Leblanc.
1856 **Philadelphia, PA**—Lawrence M. Sullivan.
1865 **Minneapolis, MN**—William H. Basler.
1871 **Cleveland, OH**—Edward J. Valentine, Harlin F. Bartram, James V. Ginley, Richard A. Bramwell.
1889 **Downers Grove, IL**—Ernst Schlunz.
1897 **Lafayette, LA**—Albert Eagilen.
1907 **Chilliwack Mission, BC, CAN**—Clarence Andrew Hala.
1911 **Beckley, WV**—Norman Dean Allen.
1913 **Van Nuys, CA**—Marion M. Warrell.
1914 **Phoenix, AZ**—Larry Wools, Lee T. Kelly.
1929 **Cleveland, OH**—Louis Reese.
1931 **New Orleans, LA**—Bessie McCarter Gibson (s).
1953 **Warrensburg, MO**—Russell O. Lewis.
1976 **Los Angeles, CA**—Isadore Rosenberg, Ortenzio Santangelo.
1993 **Crossville, TN**—Ethel Liddie South (s).
2006 **Los Gatos, CA**—Roy A. Grillo.
2008 **Ponco City, OK**—Harry Arlo Barnhart.
2020 **San Diego, CA**—Betty R. Moore (s), Carl H. Kroetz, Eugene E. Brooks, John R. Sage, Walter L. McDill.
2046 **Martinez, CA**—Calvin Foster, Ezra Hohnstein, Lester E. England, Paul Pavich, Trenton Edward Logan.
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2119 **St. Louis, MO**—Audrey Migneco (s).
2154 **Portland, OR**—Edward W. Mathis.
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9074 **Chicago, IL**—Leonard P. Zygowicz.

Tour of West Germany

Continued from Page 17

of the railroad workers union to discuss the decline of the railroad industry in both countries.

Other stops included a construction site in West Berlin and a short tour of East Berlin to study workers and unions in a communist country.

All laborers in East Germany are required to join a union, and unions are used to control workers and prevent strikes.

Overall the delegation members found the exchange program to be an incredible educational experience. As Milewsky said, "I can only hope I left an impression on our fellow German unionists as impressive as the one they left on me."

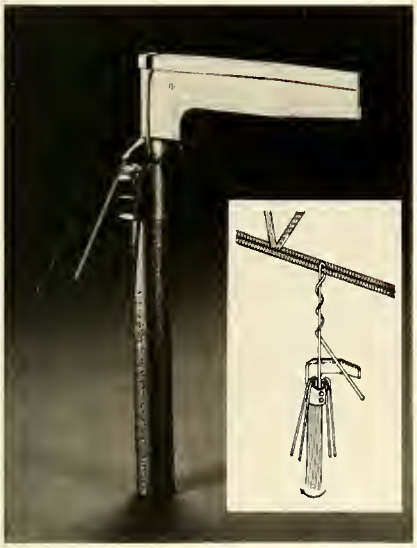
Davis-Bacon

Continued from Page 11

istration had sought to exempt military construction contracts under $1 million from Davis-Bacon coverage, and the sponsors of the $250,000 exclusion advanced their proposal as a step toward that goal.

The only "hard statistics" on cost reduction, said Murphy, are contained in a 1983 Congressional Budget Office study estimating that Davis-Bacon adds about 3% to the cost of federal construction. "This is a small price to pay for quality work," he said.

WIRE WRENCH



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For further information, contact: Swanson Tool Company, 1010 Lambrecht Road, Frankfort, IL 60423. Telephone: (815) 469-9453.

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BUYERS MANUAL

The 1988 Western Lumber Buyers Manual has been published by the Western Wood Products Association and is now available.

The 40-page updated manual lists 68 producers who operate a total 140 mills throughout the western U.S. Listings for each producer include lumber and specialty products, production and shipping services and species handled by percent of production. A separate index lists mill locations by state.

The manual also includes 61 WWPA Associate Member Wholesalers with listings of their species, lumber products and specialty products.

Additional sections contain standard abbreviations of products and species, information on grade stamp interpretation and a chart of nominal and dressed standard lumber sizes. A listing of terms and conditions of quotations and sales covers delivery, claims, delays, cancellations and reinspections.

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No shortcuts to apprenticeship. Dollars don't do it.

It's better to enter an industry through the front door.

Anyone from Lee Iacocca in Detroit down to a high school teacher in Drumright, Okla., and a shopkeeper in Swift Current, Saskatchewan, will tell you that the future of the United States and the future of Canada depend increasingly on the technical skills and the education of future generations.

In this complex world, where satellites bounce news and information around the globe in split seconds and computers flash signals to giant machines, you can't rely on training manuals prepared before World War II to explain how to perform today's industrial tasks, and you can't depend on shortcuts paved only with taxpayer dollars to provide the skilled workers needed by tomorrow's industry.

These statements hold true not only for high speed computer technology but for high-rise construction, nuclear generator installations, ship fitting, pile driving and all the other tasks performed by members of the United Brotherhood. The UBC's bag of special skills is being added to each year, as building sciences find new construction materials, new tools and new methods.

Post-graduate training of our journeymen and women has become important in many local unions. We have always said, and we continue to say, that a well-rounded journeyman, trained in all areas of his or her trade, stands the best chance of being employed and performing well in the industries we serve.

A well trained mechanic is less susceptible to industry changes, whereas the task-trained individual—the worker who can only put up drywall or build a concrete form is only useful in his or her own narrow framework of activity.

That is why apprenticeship training is so important, and that is why we protect it so diligently from the shortcuts and roadblocks of unenlightened management. And that is why we must keep plugging away at the virtues of skilled workmanship in our dealings with the public press and with construction buyers.

As the Bible long ago reminded in Luke 10:7, the laborer should be worthy of his hire.

Our members have marketable skills, and there is no shortage of skilled mechanics among our particular crafts. There will be from time to time a shortage of work for them to perform in some areas of North America, but skilled mechanics can be found when construction buyers and contractors are willing to pay standard wages to get them.

These thoughts are on my mind as several government agencies consider the many problems of public education and vocational education which exist in North America. They are problems which are particularly acute in some areas of the United States.

Many public school districts are plagued with school dropouts, drugs among teenagers, teenage pregnancies and incompetent or poorly equipped teachers. Our inner cities are particularly suffering. The situation is complicated by heavy influxes of immigrant children who cannot communicate in English.

It is unfortunate that some of these young people fall victim to the enticements of cut-rate employers who are trying to substitute low-paid, unskilled workers where trained workers are needed.

When the public school system is not able to provide properly educated or skilled workers, some corporations are taking on the training tasks themselves. You may remember the days of World War II, when America was gearing up its war effort, the defense industries were running around the clock with hurry-up classes to train riveters, welders and other specialized workers. Japan is doing such corporate training today, so that it can maintain its economic superiority on world markets.

Problems of education are not new to the U.S. and Canada. They are woven into the industrial and political fabrics of our two nations. Our apprenticeship and training committees are intimately acquainted with the levels of education of applicants for craft training who come before them. It is from their experience that the United Brotherhood has evolved its commitment to pre-apprenticeship, for example, and to the U.S. Job

Corps. It is their experience, as stewards of apprenticeship training which causes us to pause and carefully analyze any proposals made by government and industry regarding an expanded program of vocational education.

For a number of years the Associated Builders and Contractors have been operating a training program under its so-call "merit shop." It is an example of a compressed, speeded-up vocational training program in the construction industry which does not give the well-rounded experience which our four-year programs provide, and studies have shown that, in the long run, they do not provide the productivity which union-trained journeymen and women provide.

Similarly, since the federal government began providing vocational training funds under the GI Bill and other measures more than 40 years ago, there have been schools trying to provide short-cut training for the job market. Such training school "graduates" have flooded the commercial and residential job markets to the point that the average construction buyer either does not recognize the virtues of union-trained workmanship or they are tempted to accept low-bid, scab work just to save money. In the long run, they wind up with inferior workmanship, often running behind schedule.

The federal government, through the U.S. Department of Labor, has become increasingly concerned about the level of job skills in tomorrow's world. We were recently asked to officially comment on the cabinet agency's "Year 2000 Initiative."

As was reported in the May issue of Carpenter magazine and again in the report on the 1988 apprenticeship conference in this issue, we support expansion of the apprenticeship form of vocational training in those industries and occupations which have the cooperation of labor and management . . . and particularly those in which there is a commitment by all parties to such training.

We do not support expansion of apprenticeship if it means altering any part of the existing apprenticeship system, as we know it and as we have practiced and improved upon it for more than a century.

Contrary to what some anti-union groups tell the general public, the United Brotherhood and other craft unions are dedicated to expanded programs of apprenticeship. We would like to pull all those unskilled and semi-skilled workers off those non-union job sites in all the "right to work" areas of the country and give them the training they need to do their job properly.

We realize that it takes money and it takes dedication to expand apprenticeship on a national scale, and we are prepared to discuss ways and means of accomplishing this.

Our dedication goes back to that Biblical quotation I mentioned earlier: The worker must be worthy of his or her hire. There was a time when American products and services were the envy of the world. We have let much of that slip away.

We do not believe that public education alone can provide the kind of learning environment needed for training in craft skills. We do believe, however, that, once a person has a high school diploma or a high school equivalency certificate, it is time to begin planning, and the United Brotherhood and the joint apprenticeship and training committees across the land stand ready to work with public groups in the continuing quest for quality workmanship in the Year 2000 and beyond.

Sigurd Lucassen

SIGURD LUCASSEN
General President

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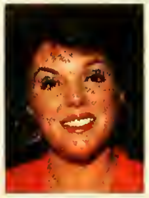

Tyne Daly (Cagney and Lacey) and Howard Hesseman (Head of the Class) are spreading the "Union, Yes!" message. They're the first two of many stars helping our unions get the message home on national television—starting May 11th.

You'll be seen on network TV this fall. Your commercial will be part of labor's next high visibility network TV schedule this fall.

Yes! I want to co-star in a "Union, Yes!" commercial. In 25 words or less, tell how your union helped you solve a problem on the job. Send your name, address, telephone number, name and number of your union local, and the job you perform to: "Why I Said Union, Yes!" c/o the AFL-CIO, P.O. Box 27543, Washington, D.C. 20006. Your entry must be postmarked no later than July 4, 1988.

Employees and officers (and their families) of the AFL–CIO, its affiliates, and agencies are not eligible

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August 1988

CARPENTER

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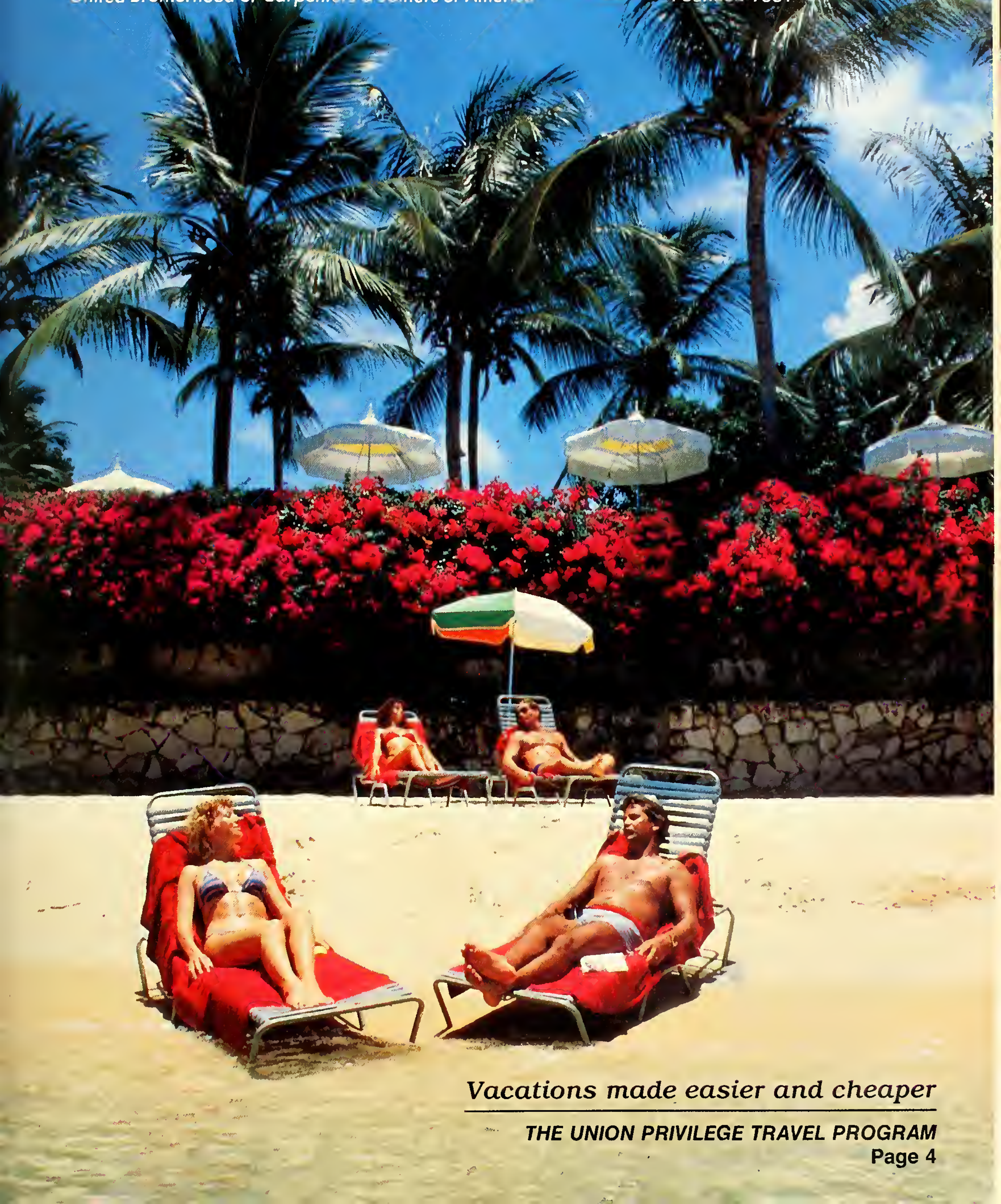

Vacations made easier and cheaper

THE UNION PRIVILEGE TRAVEL PROGRAM
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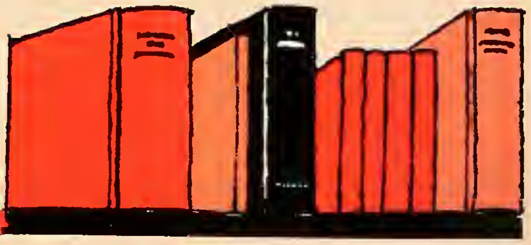

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Members who die or are suspended are automatically dropped from the mailing list of The Carpenter.

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Summer's nearly over and it's time for the kids to head back to school. But wouldn't it be nice to plan just one more trip? How about an escape to the cool breezes of a tropical island like the one on our cover? Enjoy the warm sun, the refreshing ocean water, the cool tropical drinks and the quiet moonlit nights.

Antigua, shown on our cover, is one of the most popular islands to visit. It is part of the new nation of the Lesser Antilles in the eastern Caribbean Sea, lying at the southern end of the Leeward Islands. Featured attractions include deep sea fishing, snorkling, the crystal clear waters and white sandy beaches.

But as usual, you first have to stop and figure this month's budget to see if by chance some extra money can be found. Although people are traveling more now than ever before, vacation travel has been shown to be the next largest expense to Americans after a home and a car.

Because we know you have to stretch that hard earned dollar, the United Brotherhood is now offering an excellent benefit to afford you the pleasure of travel. The Union Privilege Travel Program is being offered to our members free of charge. You will receive a travel service and travel magazine with considerable discount prices for trips of all descriptions. For an additional annual fee, you can join the Travel Plus Club and receive even more benefits. For more details of the program, see the related story on page 4.

So why don't you just go away? It has now been made easier and costs a lot less to do. It's a union benefit, after all!—*Photo by Hannau of H. Armstrong Roberts.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

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THE UNION PRIVILEGE TRAVEL PROGRAM
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Survey finds retirement years best for those who carry a union card

THE ADVANTAGES of a union card carry over into retirement, a recent nationwide survey found.

Retirees who worked under union contracts are better off financially, generally healthier and more politically active than their age group as a whole.

In terms of loyalty and identification, most retirees are sticking with their unions and consider labor publications an important source of information.

These are some of the findings of a detailed survey conducted by the National Institute of Work and Learning among a sampling of retirees from 14 AFL-CIO affiliates, including 750 retired members of the United Brotherhood. The 6,543 retirees who completed the 16-page questionnaire represented an exceptionally high 62.3% response rate.

The results of the survey were released at a news conference at AFL-CIO headquarters. Machinists President William Winpisinger said the AFL-CIO Executive Council's Committee on Union Retirees, which he chairs, will present a list of recommendations based on the survey results to the council when it meets this month.

The 200-page survey, "Union Retirees: Enriching their Lives; Enhancing their Contribution," was conducted with the cooperation of the Labor Department, the Villers Foundation, the Retirement Research Foundation and the American Income Life Insurance Company.

The retirees who were polled filled out and returned a 16-page questionnaire. They had an average age of 70 and were living in Miami, Minneapolis-St. Paul, Pittsburgh, St. Louis and Seattle. They had been union members for an average of 30 years.

Which of the following were reasons for your retirement? (Mark yes or no for each reason)

	Yes	No
I wanted to retire	☐	☐
My spouse wanted me to retire	☐	☐
My spouse was retiring	☐	☐
My job was too demanding	☐	☐
I disliked my job		
I was offered financial incentives to retire	☐	☐
I had a job-related disability	☐	☐
I had a disability not related to my job	☐	☐
I reached mandatory retirement age . . .	☐	☐
My plant shop business closed or relocated	☐	☐
job was eliminated	☐	☐
My general health was poor	☐	☐
I wanted time to pursue hobbies or other interests	☐	☐

Since retiring, how much have you missed each of the following about the job? (Mark one on each line)

	Miss A Lot	Miss A Little	Don't Miss At All
	☐	☐	☐
The people I worked with	☐	☐	☐
The feeling of being useful	☐	☐	☐
The respect of others	☐	☐	☐
The things happening around me . . .	☐	☐	☐
The work itself	☐	☐	☐
The money brought in	☐	☐	☐
Having a fixed schedule every day	☐	☐	☐
Having somewhere to go every day	☐	☐	☐
The responsibilities	☐	☐	☐

How do you feel about retiring when you did?

☐ I retired too early
☐ I retired at the right time
☐ I retired too late

More than 11,000 retirees were asked 77 questions in a broad survey of 14 international unions. These are three of the questions in the survey. The questions covered such subjects as health, income and social activities, housing and retirement income.

"When two-thirds of them tell us that their unions did a good job for them, both during their working lives and retirement years, it tells me that we must be doing something right," the IAM president said. "And it gives the lie to the barrage of propaganda by our enemies who insist that workers really don't give a damn about a union, or vice versa," he told reporters.

The poll showed the retirees quite concerned about health care, since "medical costs go up precisely at the time when their incomes go down" and because rising health care costs and lack of an adequate health insurance system means "the prospect of bankruptcy should a medical disaster occur."

But the poll also showed that the retirees aren't narrowly focused on problems relating to senior citizens, but share common concerns about such issues as "the excessive military buildup and civilian industrial decay, and losing the international trade war while wasting money for Star Wars."

Many union retirees are active in such organizations as the National Council of Senior Citizens, which works diligently on their behalf. The United Brotherhood has encouraged its retired members to join NCSC since its founding in the 1950s, as well as its own UBC Retiree Clubs, which now total 71.

The Brotherhood's retiree organizations participate in political education programs, volunteer work and various social activities. They are among the most ardent supporters of the Carpenters Legislative Improvement Committee.

Nine percent of the retirees in the survey reported that they participate in some form of adult education. Female retirees are more likely than male retirees to have participated in formal education during their senior years and are far more likely to spend time attending classes.

The survey results are expected to help unions "do an even better job" in keeping their retirees "in the mainstream of America—economically, socially and politically."

The poll showed that the union retirees have higher incomes, better health care coverage and are in better health than older Americans in general. It included these findings:

• More than half the union retirees are satisfied with their financial situations, with most saying they live "about the same" as before retirement.

• The median (the level at which half are above and half below) income for the union retirees is $15,000. For all retirees, almost two-thirds have incomes below $10,000, but only 23% of union retirees were below $10,000.

• More than 90% of the union retirees receive or will be eligible for a pension in addition to Social Security, twice the proportion of all retirees 65 and over.

• About 85% of the union retirees compared to 64% of a national sample of retirees have built up savings.

• Nine out of 10 of the union retirees are covered by some kind of private health insurance plan to supplement Medicare. Despite this, many typical health care needs of seniors, such as prescribed drugs, eye examinations, dental care and long-term care, are not covered for most retirees.

• Most of the union retirees spend the bulk of their monthly income on basic necessities of housing, utilities, food, transportation, health care and health insurance.

• The retirees three major concerns are personal health (67%), long-term care (48%) and financial security (41%). They also are greatly interested in social policy issues, including world peace, drug abuse, AIDS and illiteracy.

Continued on Page 38

Retirees were asked about the problems they face in retirement. The cost of energy seemed to be a universal concern. Almost 40% also expressed a fear of crime. Other concerns included being able to go where you desired, the health of a spouse and the ability to maintain an active social life.

Loneliness was a problem for almost 20% of those surveyed, with women retirees more likely than men retirees to be lonely—31% vs. 15%. This is perhaps related to the fact that male retirees are far more likely to be married, and many women still outlive men.

Meal delivery services were among the senior citizen programs appreciated by many, but the major senior benefit, according to those surveyed, was senior-citizen discounts, including reduced fares for public transportation. A large number of those surveyed also took advantage of recreational activities provided for seniors.

Although television and radio are overwhelming attractions for retirees, almost one out of four took part in such outside cultural activities as art and handicrafts. TV and radio were, however, followed closely by socializing, reading, grocery shopping, physical exercise, housework, cooking and church activities.

Respondents were asked to list three major retirement concerns. The top three were personal health, long term health care and money and finances. Catastrophic illness is still a major problem for many, as well as the quality of nursing home care. Labor unions and other organizations are working continuously to get an upgrading of health services.

> ***As the ranks of union retirees continue to grow, it becomes increasingly important that attention be paid to enhancing the conditions and quality of life of union members after retirement. At the same time, it is important to recognize the potential of retirees as a valuable resource for meeting the goals of organized labor and senior citizens.***
>
> ***—From the Union Retirees Survey***

Dan O'Grady of the Union Privilege Programs, left, reviews with General Secretary John S. Rogers and Associate Editor Roger Sheldon the various travel services now provided to UBC members.

A NEW UNION PRIVILEGE BENEFIT

Money-saving travel services available to UBC members

Want to visit out-of-town friends? See your distant family? Take a vacation?

The United Brotherhood has just taken action to provide a money-saving travel service for its members. It's the second Union Privilege Benefit Program in which we have agreed to participate. The other is the Union Privilege Legal Service, described on Page 19 of this issue of *Carpenter*.

Both programs are sponsored by the United Brotherhood in cooperation with the AFL-CIO in their continuing efforts to provide additional advantages of union membership.

Travel is becoming an ever-increasing expense for union members and their families. In fact, it is the largest expense that Americans have after a home and a car.

But, thanks to our union, there now exists a travel program designed to bring down the rising costs of air fares, lodging, tours and car rentals. To enable UBC members to take advantage of the best values in the travel marketplace, the AFL-CIO consulted with travel experts and carefully examined what the best possible program could be, and then developed the Union Privilege Travel Program. This comprehensive *free* service combines the components of quality travel with exceptional value while diminishing much of the confusion found in making travel arrangements.

The Union Privilege Travel Program provides a unique set of travel benefits created to serve the occasional traveler and the experienced globetrotter. The program consists of three parts: the Free Travel Service, the *Travel Privilege* magazine and the Travel Plus Club.

The Free Travel Service is a convenient toll-free service to book any travel need—from planes, trains, cars, hotels and motels to buses, tours and cruises—with the added benefit of guaranteed lowest airfares, at the time of ticketing. Plus, there are many additional benefits like $250,000 of travel accident insurance and last-minute tour discounts, all this at no cost to members.

The Travel Privilege Magazine portrays a unique selection of international vacations at low group rates. For example,

You can fill out and mail the coupon below to the Boston address shown at the bottom of the coupon or you can supply the same information in a separate letter, mailing it to the address shown in order to be enrolled in the program.

MEMBER ACTION FORM

Sign up now to guarantee your free travel benefits.

Name

Address

City State Zip

Telephone (   )

United Brotherhood of Carpenters and Joiners of America

Local Union #

Participation # ☐☐☐-☐☐-☐☐☐☐
(Social Security Number)

Please send this coupon to:
UNION PRIVILEGE TRAVEL PROGRAM
BOX 409 BACK BAY ANNEX
BOSTON, MA 02217-0409

union members can choose a one, two or three week vacation to popular worldwide destinations at savings of up to 40% off what it would cost if a union member purchased the trip individually. Also, information travel-related articles help to keep members up-to-date . . . travelwise!

The Travel Plus Club is an optional, impressive array of travel services for a yearly family club fee of $29—which includes a 3% cash rebate on all travel booked and paid through the Club. This alone can save union members hundreds annually.

This unique travel program is a further opportunity for our members to stretch their hard-earned dollars in the marketplace. By joining forces with the 13 million members of the AFL-CIO, the United Brotherhood was able to secure the best value and discounts on travel for our members. Also, the convenience plus potential savings will be greater than if they were to make the same arrangements on their own. Best of all, the Free Travel Service is just that—it is absolutely *free* to all members in good standing.

One major resort hotel in Florida is already offering discount rates to union members. The Diplomat Resort and Country Club in Hollywood-by-the-Sea, Fla. has an unprecedented price break of $45 per room, plus tax, this summer. It has extended this rate from September 9 to September 30 especially for UBC members. You must show your union card at this all-union hotel. For reservations or more information call 1-800-327-1212 and identify your union affiliation.

FREE TRAVEL BENEFITS

A general mailing has been sent to all UBC affiliates in the U.S. with information about the travel benefits and an exclusive 800 telephone reservation number.

- ***Lowest Guaranteed Available Airfares*** every time, at the time of booking, on scheduled airlines, or you'll get a refund for the difference between the Travel Service fare and the lower fare you have found.

- ***Car Rental Discounts.*** Super special rates on rental cars when you book through the Union Privilege Travel Program.
- ***Hotel/Motel Discounts*** of up to 20%. And you'll stay at fine hotels and motels—thousands nationwide.

- ***Free Travel Service Starter Kit.*** Complete information on all the tremendous free services and a member travel card to carry in your wallet with the exclusive toll-free 800 reservation number.
- ***Toll-Free Reservation Number*** allows you to make travel arrangements from anywhere in the U.S. without additional cost.
- ***$250,000 of Travel Insurance*** with every airline ticket bought through the Service, protecting you and your family.

- ***Travel Privilege Magazine.*** Each year all members participating in the Travel Program will automatically receive a full color magazine with popular vacation destinations to choose from worldwide—at considerable savings!
- ***Short-Notice Vacation Hotline.*** If you can travel on short notice, usually within 21 days of scheduled departures, this telephone hotline lets you learn about special savings on selected charter and cruise vacations. Your Free Travel Service Starter Kit has the number to call to hear all the details.

Tickets
Tickets
Tickets

- ***Free Ticket Delivery.*** Travel documents and confirmations will be sent to you free via first-class mail when reservations are made through the Travel Service at least 7 days before tickets are needed. But next-day delivery can be arranged for a modest fee.

Washington Report

RETALIATORY-SUITS RULE

The Supreme Court ruled unanimously that union workers may sue employers for damage over retaliatory dismissals where state law permits such suits, even where a union contract may provide remedies.

The case stemmed from Machinist Jonna Lingle's claim in 1984 when she was injured on her job at the Herrin, Ill., plant of the Norge Division of Magic Chef Inc., which is now part of the Maytag Corp. Six days later, Norge fired her for filing a false claim.

IAM Local 554 filed a grievance and won backpay and reinstatement for Lingle. She later sued for damages under Illinois' law, which prohibits retaliatory firings of employees who make workers compensation claims.

Lower courts had rejected the suit on the grounds that federal labor law only preempts state law, but in an opinion written by Justice John Paul Stevens, the high court said that federal labor law only preempts state law when a dispute requires the interpretation of a collective bargaining agreement.

Currently, some 34 states allow workers to sue for damages related to workers compensation claims, safety and other complaints.

BANKRUPTCY PROTECTION

The Senate approved a bill May 26 that would protect the benefits of retirees whose life and health insurance companies have filed for Chapter 11 bankruptcy.

Companies would be prohibited from modifying benefits unless they can prove in court that modification is necessary to avoid liquidation. The bill would also enable retirees to negotiate the restoration of benefits reduced during bankruptcy, and companies coming out of bankruptcy would be required to keep paying health and insurance benefits. Retirees with self-insured employers in pending bankruptcies would also be covered.

IMPACT OF BOARD DELAYS

Chris Majors, a registered nurse at Fountain Valley, Calif., Regional Hospital and Trauma Center, warned a Senate committee hearing testimony concerning unfair labor practices and operations under the National Labor Relations Act that the "right to organize is valueless if there are no guarantees in place that insure that it can be accomplished within a reasonable period of time."

Another witness, Rick Reeves of Atlanta, agreed saying that the board is powerless to stop the loss of morale and turnover among the workers. "If and when the board finally lets us get to the bargaining table, it is questionable as to how many of the original 'we' will still be there," he said.

Sen. Kennedy (D-Mass.) said witnesses have presented an extraordinary indictment of the current system. He deplored the fact that the general public is not aware that the current system works against workers' interests. The committee heard workers' testimonies during two sessions. Employees told of retaliation during organizing drives and lengthy unemployment without remedy while charges languished for years before the NLRB.

PRESSURE ON POLAND

Condemning the Polish government's repression of the recent wave of strikes and sit-downs, the AFL-CIO has urged the United States to pressure Polish authorities to enter a dialogue with the banned Solidarnosc union movement.

The federation's executive council said that "at a time when trade unionists are once again being imprisoned and strikers are recovering from beatings, all discussions of the renewal of Western economic aid to Poland must be suspended."

Poland's most recent strike wave, the first since Solidarnosc was forced underground by the imposition of martial law in December 1981, "offers dramatic proof that the Polish workers and Solidarnosc will not be crushed," the council said.

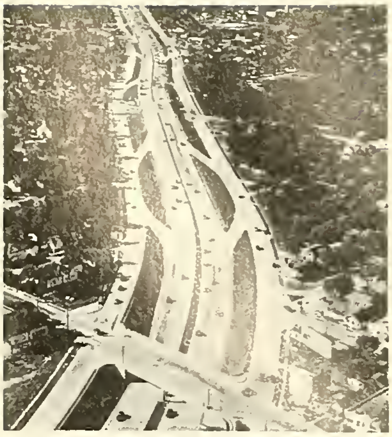
ANTI-POLYGRAPH ACTION

President Reagan recently signed a bill, overwhelmingly approved by both House Democrats and Republicans, that will severely limit employers' use of polygraphs to test workers and job applicants.

The bill will prevent private employers from using the test to screen job applicants, but allow them to use it to investigate workplace thefts or "economic loss or injury to the employers business." Even in these circumstances, employers may test only a reasonable number of employees and are limited to the kinds of questions they ask.

In addition, the bill will also prevent employers from using results of a lie detector test as grounds to dismiss or discipline a worker. The bill also contains safeguards for employees who do submit to a polygraph.

Employers who fire workers or deny a person's job application because of their refusal to submit to a polygraph test may be fined up to $10,000 per violation.



PUBLIC WORKS

The U.S. can't afford delay

Roads, highways, bridges, subways, waterworks, railroad track, airports, seaports, waste treatment systems. Most people take all these for granted—unless they break down.

On April 5, 1987, the Schoharie Creek bridge on the New York Thruway west of Albany collapsed during a rainstorm, sending 10 motorists to their deaths in the floodwaters 80 feet below. The National Transportation Safety Board has cited inadequate maintenance as the major probable cause of the collapse.

On April 12, 1988, New York City newspapers bannered the startling report that authorities had moved to prevent a similar disaster by abruptly closing the Williamsburg Bridge linking Manhattan and Brooklyn. Inspectors found cracks, corrosion and years of faulty maintenance in the 85-year-old span.

Last summer, the growing problem of solid waste disposal was dramatized when the Long Island town of Islip attempted to ship its garbage by barge to a distant landfill, only to get caught by environmental safety regulations which brought the garbage back to where it started its 6,000-mile ocean voyage.

Sad to say, these incidents are only the tip of the iceberg. Organized labor has long warned that much of the nation's public "infrastructure" is sorely in need of repair and restoration. But the unexciting, unfamiliar issue of a decaying infrastructure failed to capture national attention and the problem worsened.

Now, that situation may be changing for the better. Presidential candidates have begun to address the issue. And a bipartisan task force appointed by Congress recently completed a three-year study warning that America's public works are "barely adequate to meet current needs, and insufficient to meet the demands of future economic growth and development."

Titled "Fragile Foundations," the 30-page report by the ad hoc National Council on Public Works Improvement concluded that "a declining infrastructure inevitably will jeopardize the productivity of our economy and our quality of life."

Failure to reverse the decline of the past two decades, the study said, "will exact a high price for the nation in the future, both in the cost of deferred (public works) investment and in reduced economic competitiveness."

The United Brotherhood is currently urging support of Senate Resolution 2088, the National Infrastructure Act of 1988. This legislation would give states receiving federal public works grants the option to set up revolving funds on a portion of those grants. Such grants would permit states to offer localities low interest loans for infrastructure improvements.

The nation cannot afford to squander its great public works inheritance from previous generations of Americans, it said. "The Erie Canal; the transcontinental railroads; the great dams and water systems of the West; the seaports, airports and transit systems that serve our cities; our network of modern highways and soaring bridges" are all part of this inheritance, it noted.

"These massive and sometimes daring achievements supported the growth of the greatest economic power the world has ever known. They have been the envy of other countries and the model for our competitors. Now that inheritance is in danger," it said.

The report graded U.S. infrastructure as follows: highways and bridges, C+; mass transit, C−; aviation, B−; water resources, including navigation and flood control, B; water supply, including distribution and quality, B−; wastewater treatment, C; solid waste disposal, C−; and, hazardous waste cleanup and control, D.

The reasons for the poor report card have much to do with funding, the study concluded. It proposed an increase of up to 100% in the amount of capital the nation invests each year in new and existing transportation, water and waste disposal systems. It called for a national commitment to double the current $45 billion level of capital spending by the year 2000.

The study found that total public spending on the infrastructure dropped from 3.6% of the Gross National Product (GNP) in 1960 to 2.6% in 1985. Spending for operations and maintenance has remained relatively steady, but costs have increased.

Capital spending has dropped dramatically, from 2.3% of GNP to just 1.1%, it said. As a proportion of total spending by all levels of government, the public works share fell from nearly 20% in 1950 to less than 7% by 1984.

Specifically, the study proposed quicker spending of the billions of dollars which have accumulated from user fees in the federal highway, transit, airport and waterway trust funds.

Among its other recommendations was more federal spending for research and development of new infrastructure, "particularly in light of the fact that the U.S. is becoming increasingly dependent on foreign producers. No American firm, for instance, currently builds rail transit cars," it said.

An increase of $7.5 billion a year in public works spending would produce an added benefit by creating nearly 300,000 new jobs around the country, according to the AFL-CIO.

Whatever the cost of rejuvenating the nation's infrastructure, the cost of inaction and delay will be far greater.

Billy collected a bucket full of bills

DAD's Day raises $750,000 for diabetes research

During the recent Father's Day weekend more than $750,000 was raised for the Diabetes Research Institute in the second annual Dollars Against Diabetes (DAD's Day) campaign sponsored by the Building and Construction Trades Department and its affiliates.

Over 15,000 United Brotherhood members and other building tradesmen, their families and friends took to the streets in 45 states and more than 150 communities collecting money. Funds raised will benefit the Diabetes Research Institute at the University of Miami School of Medicine in Florida.

DAD's Day is a part of the larger campaign called "Blueprint for Cure." The "Blueprint for Cure" Campaign is endorsed by the AFL-CIO and spearheaded by the Building and Construction Trades Department. This campaign sponsors numerous programs to raise funds for new research facilities, like the Diabetes Research Institute.

Edward Carlough, general president of the Sheet Metal Workers, DAD's Day national co-chairman, offered his congratulations and thanks "to all the volunteers who devoted so much of their time and energies to help fight this dread disease that effects millions of Americans young and old."

"The unceasing efforts of this year's volunteers will inspire next year's volunteers, making DAD's Day 1989 an even greater success," said Joe Maloney, secretary-treasurer of the Building and Construction Trades Department, and national co-chairman of the DAD's Day campaign.

The UBC's recently retired general president, Patrick J. Campbell, who serves as co-chairman with Carlough and Building Trades President Robert Georgine for the overall Blueprint for Cure campaign, congratulated the DAD's Day volunteers and urged UBC members to make their 60-minute pledges to the Blueprint campaign this month.

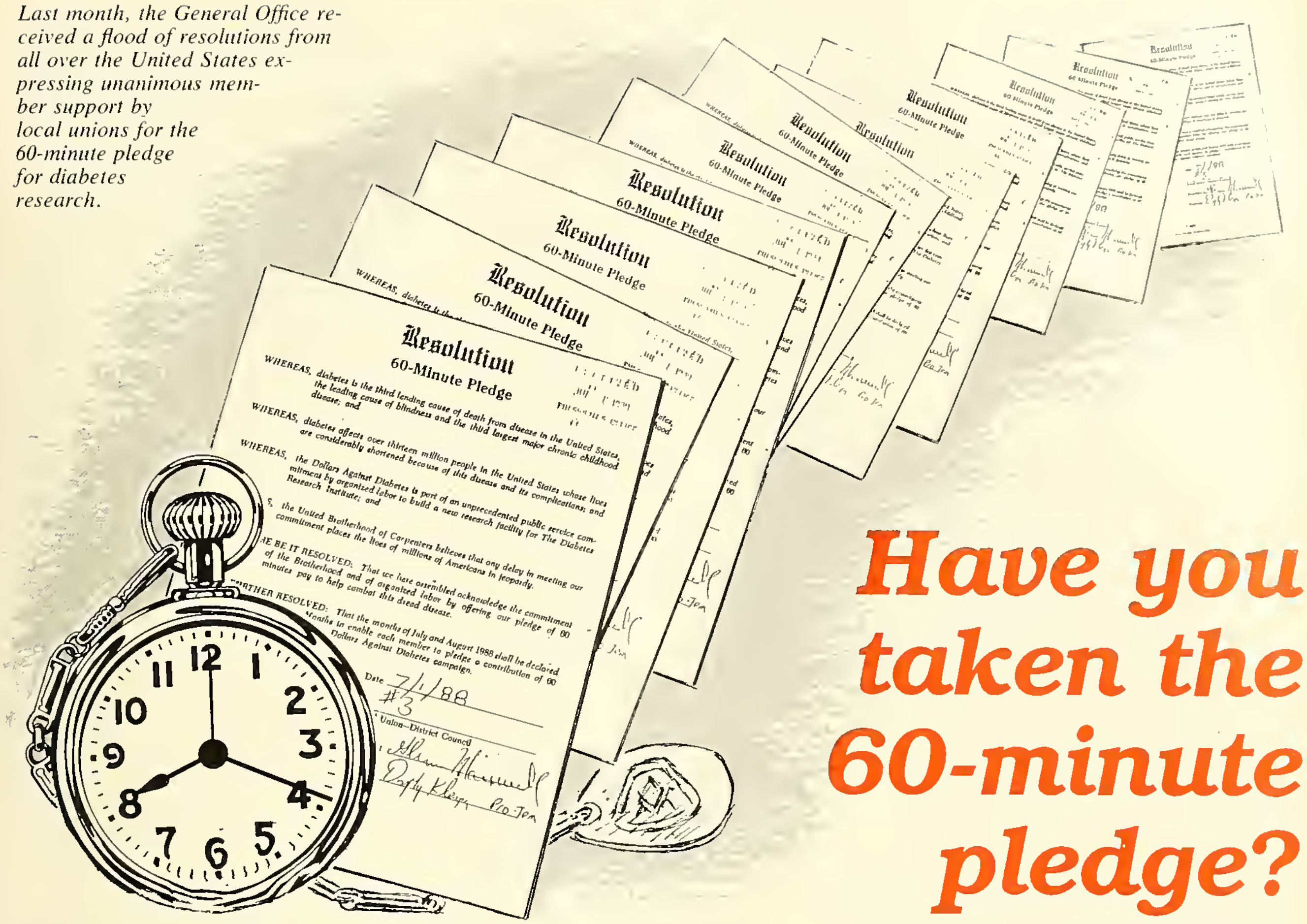
In the small pictures in the left hand column from the top: Ellen Randolph of Local 115, Rusty Campbell of the Houston District Council, Mark Ray of Houston and Jackie Moses, General Office.

Top row to the right: South Florida members catch the beach crowd and Ronald Kolman, Local 168, and Forrest Gaines, Local 61, Kansas City.

Middle row, right: Spurgeon Styles, Job Corps project coordinator at Union Station in Washington, D.C., and Janet Daniel in Kansas City.

Bottom row: Mike Miller, Brent Ward of Millwrights Local 1529 and Corner Captain Dick Daniel's wife, Janet, combining receipts, and Bob Terry of Local 168.

Last month, the General Office received a flood of resolutions from all over the United States expressing unanimous member support by local unions for the 60-minute pledge for diabetes research.



Resolution

60-Minute Pledge

WHEREAS, diabetes is the third leading cause of death from disease in the United States, the leading cause of blindness and the third largest major chronic childhood disease; and

WHEREAS, diabetes affects over thirteen million people in the United States whose lives are considerably shortened because of this disease and its complications; and

WHEREAS, the Dollars Against Diabetes is part of an unprecedented public service commitment by organized labor to build a new research facility for The Diabetes Research Institute; and

S, the United Brotherhood of Carpenters believes that any delay in meeting our commitment places the lives of millions of Americans in jeopardy.

E BE IT RESOLVED: That we here assembled acknowledge the commitment of the Brotherhood and of organized labor by offering our pledge of 60 minutes pay to help combat this dread disease.

RTHER RESOLVED: That the months of July and August 1988 shall be declared Months to enable each member to pledge a contribution of 60 Dollars Against Diabetes campaign.

Date 7/1/88

#3

Union—District Council

Pro-Tem

Have you taken the 60-minute pledge?

Have you been asked to pledge 60-minutes' pay to the Blueprint for Cure campaign?

Last month, your local union received a packet of materials about the Brotherhood's special fundraising drive for diabetes research. The packet contained 60-minute pledge cards, and every member is asked to sign up.

If a half million of our members in the United States contribute only $10 each, that alone would tally up $5 million for this life-saving effort.

Local union secretaries have been instructed to distribute the pledge cards to stewards and individual members, collect and record the contributions and forward them to the General Office in Washington.

The General Office plans to issue monthly reports on progress in each state, publishing such information in upcoming issues of *Carpenter*.

So that your local union can get credit for your 60-minute contribution, turn your check over to your local steward or secretary. Do not send it direct to the General Office.

Contributions are tax deductible. Please make checks payable to "Blueprint for Cure."

We want to honor our commitment to this cause and continue the fight against diabetes.

60-minutes' pay—the price of a ticket to a ballgame, a movie and refreshments. This 60 minutes could be the most important hour in the lives of 12 million Americans with diabetes.

Alex Daoud, Mayor of Miami Beach, Fla., third from right, presents to Fourth District Board Member E. Jimmy Jones, a copy of his proclamation designating June 18 as DADs Day in the resort city. The action kicked off two months of intensive fund raising for the National Diabetes Research Center. From left are Stan Lichtman, Teamsters Local 769; Ken Pekel, financial secretary, UBC Local 125; Larry Borsari, Bricklayers Local 7; John Brittle, president, Miami Building Trades Council; Archie Fernandez, business manager, Electrical Workers Local 349; E. Jimmy Jones; Mayor Daoud; Jose "Pepe" Collado, International Representative, UBC; and Ernest Taylor, president, South Florida Carpenters District Council. In the background, the Miami Beach councilmen.

'86 Concessions Still Unrestored

Western mills strike to regain wages lost

On Monday, June 6, 4,500 members of the UBC Western Council of Industrial Workers and the International Woodworkers of America struck Champion, DAW and Willamette mills in Oregon, Washington and Montana.

The major issue in the strike is the refusal of these companies to restore wages and benefits that were cut in 1986. Although the companies claimed to be bargaining separately from one another, their final proposals to the unions were nearly identical. Instead of proposals to bring wage rates and benefits back to what they were two years ago—before the reductions—the final offers were lump sum cash bonuses. The 1986 concessions amounted to $2.80 per hour. This means the average wood products worker lost over $11,000 in wages, vacation, holidays, shift premiums and health plan contributions during the last two years.

This represents large sacrifices to make the companies and the communities healthy again. Yet the company proposals were cash bonuses of just over $1,000 the first and second years, a 3% wage increase the third year, restore one of the five holidays taken away in 1986, five cent improvement in shift differential and very modest pension improvements.

Mike Draper, executive secretary of the Western Council said, "These proposals fall way short because cash bonuses do not bring wages back from 1985 levels, nor do they address the vacations and holidays that were cut back to what they were in 1968–69."

A fair compromise settlement has, however, been reached with another West Coast company that *does* address restoration. It is a four-year contract with Bohemia Company that provides wage increases of 5%, 4%, 4% and 4%. It also gives immediate recovery of vacation and holiday benefits. Its effect is to restore average wage rates by 1992.

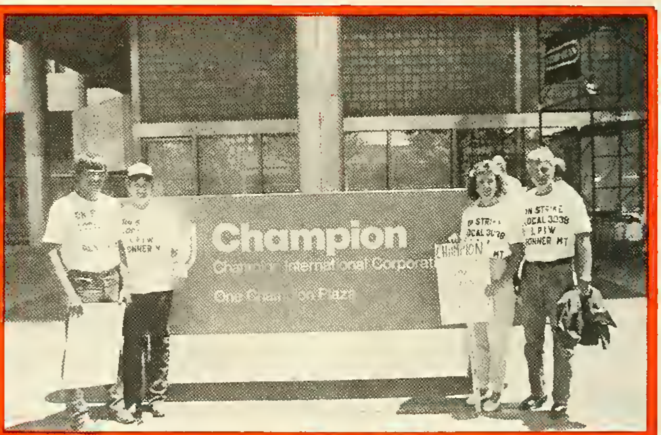
"Champion and Willamette have called this settlement irresponsible lunacy," said Draper, "but the only irresponsibility being shown here is coming from the company side of the table."

The strike was expanded June 20 to include 2,000 additional strikers at 15 Boise Cascade mills in Oregon, Washington and Idaho. Boise took the same position at the bargaining table as did Champion, DAW and Willamette.

Support for the strikers has come from all corners of the Carpenters union and from the general public as well. For example, Sigurd Lucassen, on July 5, announced that the general office will provide financial assistance through a loan to be used for weekly strike benefits.

In his statement, Lucassen said, "This strike assistance will show our determination to see these lumber industry strikes through to a just and fair conclusion."

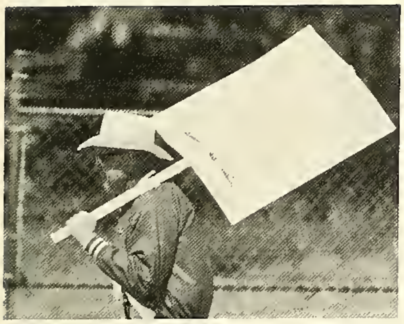
In another show of support, John Cunningham and the officers of UBC Local 210 in Western Connecticut or-



Upper left, General Executive Board Member Joseph Lia addressed the crowd gathered in front of the Champion building in Western Connecticut. Standing on the left was John Cunningham, rally organizer.

Upper right, LPIW strikers at the Champion plant in Bonner, Mont., joined strikers in Stamford, Conn., for the June 24 rally that gathered over 300 people. Standing in front of the Champion sign are Morris Olson, Danny Dee Olson, Ann Hogan and Mike Hogan.

Lower left, a crowd of over 300 supporters gathered in Stamford, Conn., in front of the Champion Headquarters in protest of the unfair practices Champion is displaying in its mills around the country.



"The case for raising workers' wages is most compelling," says a Montana newspaper.—Photograph by Michael Gallacher for the Missoula, Mont., Missoulian.

ganized a rally in front of Champion's corporate headquarters in Stamford. The June 24 rally drew over 300 people including many union carpenters from close by building projects. Four strikers from the Montana mills attended and addressed the crowd and media.

In his remarks, General Executive Board Member Joseph Lia said, "Champion has earned record profits in recent years. These record profits have put more money in the pockets of Champion's officers and shareholders, but now the company says our members' modest wage proposals are unreasonable. Our members were forced to strike for one reason—corporate greed!"

Thriftway, a grocery chain in Oregon, has pledged to assist striking forest industry workers by contributing one percent of all grocery receipt tapes that customers drop into specially marked barrels. In Dallas, Ore.—the home of some 300 members on strike against Willamette—local businesses have posted signs in their store windows supporting the strikers in this struggle to regain wage rates and benefits forfeited two years ago.

And in one of the most unusual newspaper editorials seen in recent years, the Missoula, Mont., *Missoulian* had this to say about Champion's position in this strike:

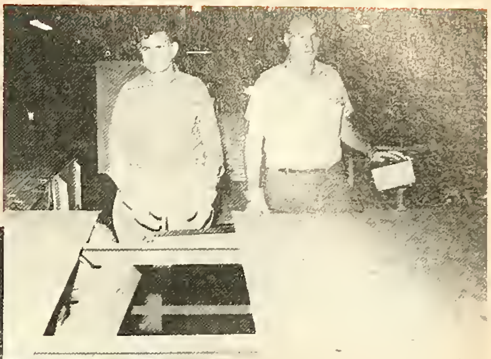
"The employees' sacrifice made the company more competitive and more profitable, and they helped Champion make the most of the improving economic conditions since 1986. . . .

"Champion should begin restoring the wages its employees gave up in 1986. . . .

"Although the company's concerns are understandable, the case for raising workers' wages is most compelling."

As the *Carpenter* goes to press contract talks continue with other major west coast employers such as Weyerhaeuser, Georgia Pacific, Simpson Timber Company and many other smaller regional companies.

Bohemia Mill reaches 'fair compromise' settlement



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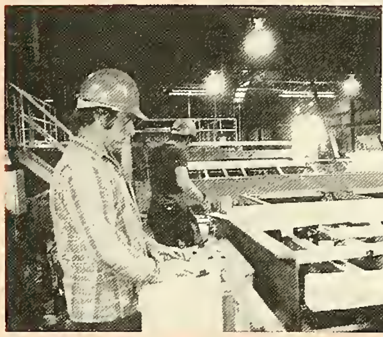

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Members of Local 2040, Coburg, Ore., settled their contract with the Bohemia Sawmill in late spring.

A fair compromise settlement was reached between the two groups which restored the concessions forced upon our membership in the 1986 negotiations. The Bohemia settlement is a prime example of how wage and benefit restorations can take place in the sawmill industry. *See story on Page 10.*

Above and below are some of the members of Local 2040 working at Bohemia.

1 *Jerry Howell trims lumber with a computer; Jack "Radar" Kemp, straightens.*

2 *Bill Nations and Lyle Payne grading veneer.*

3 *Lester Fisher, log marker.*

4 *Delbert Gould, sorter operator.*

5 *Jim Kelso, plugging veneer.*

3

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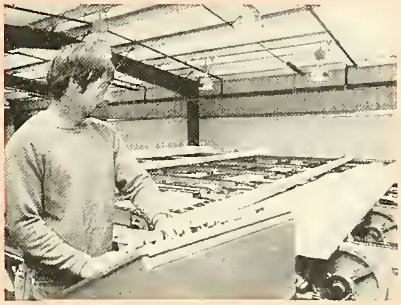

5

CARPENTERS

Consumer information on the proper use, handling, and disposal of pressure treated wood is available. Ask for *Consumer Information Sheets* when you make your next purchase or write to:

American Wood Preservers
Institute and Society of
American Wood Preservers, Inc.
1945 Old Gallows Road
Vienna, Virginia 22180

Full Length Roof Framer

The roof framer companion since 1917. Over 500,000 copies sold.

A pocket size book with the ENTIRE length of Common-Hip-Valley and Jack rafters completely worked out for you. The flattest pitch is ½ inch rise to 12 inch run. Pitches increase ½ inch rise each time until the steep pitch of 24" rise to 12" run is reached.

There are 2400 widths of buildings for each pitch. The smallest width is ¼ inch and they increase ¼" each time until they cover a 50 foot building.

There are 2400 Commons and 2400 Hip, Valley & Jack lengths for each pitch. 230,400 rafter lengths for 48 pitches.

A hip roof is 48'-9¼" wide. Pitch is 7½" rise to 12" run. You can pick out the length of Commons, Hips and Jacks and the Cuts in **ONE MINUTE.** Let us prove it, or return your money.

In the U.S.A. send $9.00. California residents add 54¢ tax.

We also have a very fine Stair book 9" × 12". It sells for $5.00. California residents add 30¢ tax.

A. RIECHERS
P. O. Box 405, Palo Alto, Calif. 94302

A group of UBC representatives assembled at the General Office in Washington to be briefed on the asbestos and toxic waste abatement program. These men are expected to conduct training programs to train others for certification in this work. From left, clockwise around the table are Leo Decker, Kevin Thompson, Assistant to the General President Ed Hahn, Second General Vice President Dean Sooter, Asbestos Abatement Coordinator William Goetz, First General Vice President John Pruitt, Jim Waresback, Ron Smoot, Ron Angell, Russ Domino, Greg Martin and Jack Partridge.

UBC's asbestos abatement certification program underway

The United Brotherhood's jurisdiction and craft-line work sometimes leads its members into new and ill-defined areas of activity. In recent years, it has led members to hazardous waste sites and in other cases to the removal of and abatement of asbestos-containing materials.

To prepare members who may enter this hazardous field, the UBC has launched its own asbestos abatement and toxic waste disposal program, calling for the certification of workers under the rules and regulations of the Environmental Protection Agency.

In June, key representatives met with UBC general officers and staff members to kick off this vital program, and last month, July 17–24, the first training seminar for instructors in asbestos abatement and toxic waste disposal was held in New York City. Between 24 and 32 hours of training are required for EPA certification. Workers employed in this activity must learn about protective equipment, suits, goggles, barrier protections, containment seals and much more.

Next month, the Brotherhood expects to begin holding joint labor and management seminars, and it is talking to contractors about the necessary safety precautions which must be taken on any job concerned with hazardous materials. UBC members work for employers who are subject to the standards of the Occupational Safety and Health Administration. They must be trained, first, to recognize what the hazards are and, second, how to work safely in hazardous conditions. The certification program is expected to reach every industrial area in the coming months.

CARPENTERS

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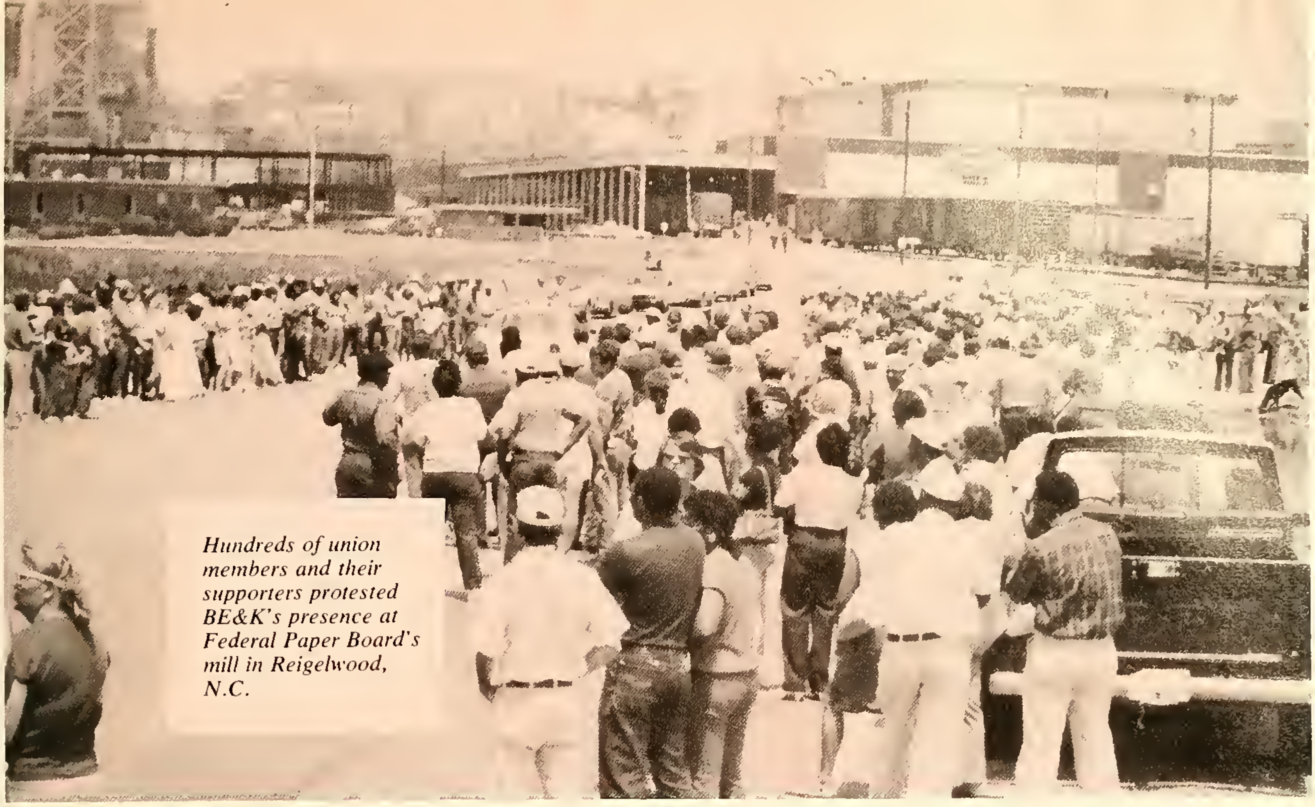


Hundreds of union members and their supporters protested BE&K's presence at Federal Paper Board's mill in Reigelwood, N.C.

BE&K campaign continues with rallies and handbilling

International Representative Dick Bowling was joined by members of the UPIU caravan in handbilling at Westvaco's mill in Charleston, S.C.

From rallies in Reigelwood, N.C., to handbilling in Wickliffe, Ky., to meeting with city officials in Savannah, Ga., to picketing in Orange, Texas, Brotherhood members continue to keep the pressure on BE&K Construction Co. and the users of BE&K. As our campaign against BE&K gains momentum, politicians and community leaders as well as the paper companies are being forced to publicly disassociate themselves with BE&K and their anti-worker practices.

At Champion International's mill in Roanoke Rapids, N.C., where BE&K has been awarded a $16 million machine rebuilding project, Building Tradesmen and Paperworkers are working together to protect their livelihoods. Their cooperative effort has prompted Champion's chairman of the board, Andrew Sigler, to send a letter to the mill workers outlining the company's intentions and disavowing BE&K's strikebreaking activities.

For over a year, Building Tradesmen and Paperworkers have been protesting BE&K's presence at the International Paper mill in Jay, Maine, which has enabled the company to permanently replace over 1000 UPIU members. As a result of the unions' efforts to spread the word about the threat of BE&K, when the company opened an office in Augusta, Maine, State Senator Beverly M. Bustin, an outspoken supporter of the unions, actively opposed BE&K's presence in the community. In expressing her concerns, Sen. Bustin stated, "I'm not sure they're a legitimate business. I find it hard to see how they work into the community."

To date, the success of the BE&K campaign can be attributed in large measure to the solidarity of the members of the Brotherhood, local Building Trades unions and United Paperworker International Union. This cooperative effort has helped us secure for our fair contractors over a billion dollars worth of construction work in the paper industry which BE&K had been given or was bidding on. In addition to providing thousands of manhours of work for our members, our activities have helped build safeguards against BE&K's undermining collective bargaining agreements.

The last resting place for more than 1,200 Brotherhood members who spent their final years at the Lakeland Home, all with 30 or more years of service in the union. The white headstones with their identical brass markers are aligned across several acres of green lawn on the Lakeland Home grounds. Under an agreement with the Assembly of God church which now owns the property, the cemetery will remain as a final resting place in perpetuity.

Carpenters' cemetery to see end of era

Robert Argentine, executive business manager of the Western Pennsylvania District Council, recently called to our attention an article sent to him by a UBC retiree in Florida. It is reprinted with permission from the Tampa Tribune *of Tampa, Fla. The article by Lisa Power is a postscript to what was once the Carpenters Retirement Home in Lakeland, Fla., since sold to an Assemblies of God congregation. For almost a half century the home provided members of the UBC a place for peaceful retirement.*

By LISA POWER
Staff Writer
Tampa, Fla., Tribune

Just past the 10th tee, about 50 yards from the sand trap at Wedgewood Golf and Country Club, a resting place awaits William Walker.

Somewhere, someday, among the 1,250 white, uniform tombstones, he will take his spot at Memorial Garden, the only cemetery in the nation dedicated solely to members of the United Brotherhood of Carpenters and Joiners of America.

Walker is the last person who remains to be buried at the union cemetery.

There, one day, he will join many of his former acquaintances who lived at the Carpenters Home in north Lakeland, Fla., between 1929 and 1976.

"The Carpenters Home agreed to take care of me for the rest of my life and bury me," said Walker, 84, who for now lives simply at Florida Retirement Villa in Lakeland. "That's where I'm supposed to be buried. They say there's plenty of space."

Walker, a lanky, bespectacled man with a full head of white hair, grew up a loner; a poor boy in Milledgeville, Ga.

"I was 11 years younger than the next child to me. My father died when I was a boy, and the creditors took our land," Walker remembered. "My mother had four children. I wasn't regarded as being very important, so when I was 18, I left.

"I pretended to work at office work until 1936. But I didn't like it at all."

In 1941, Walker joined the carpenters union and worked on mostly commercial building contruction in Tennessee and Louisiana for 28 years.

He didn't save much money and never married. And in 1971, when he was ready to retire, he asked to be accepted at the Carpenters Home, dedicated by the union in 1928 to house 30-year union members needing a place to live—and die.

Nearly 400 men lived there during

The Lakeland Home for Aged Members was established in 1928. Located in the heart of Florida's citrus belt, it served as a retirement home until the late 1970s. The main building at right was of Spanish hacienda architecture. At far right is a view of the power house and other facilities from the fishing pier on Lake Gibson.

Billiard tables were kept busy during the Home's heyday, as the veteran UBC members competed in team play. There was also a card room where chess, checkers or cards were played. The Home spread across 2,000 acres, and often the retirees and guests assembled under the moss-covered trees for picnics and entertainment.

the home's heydey. More than 2,300 retired there over a half-century.

"The man who started the home—I read something about him once—he musta been a mighty good man," said Walker as he rolled a cigarette with a pipe perched in his lap. "They furnished everything a man needed. . . . We had steam heat, and there were some mighty good cooks. It was a God blessing for someone who needed a place to live.

"They're still paying my expensives, everything," said Walker, who spends much of his day tending to the flowers outside his apartment.

"It was a charity outfit, I guess. It was free. I don't know if everyone here was destitute," said Walker, "but I know I didn't have enough to vacation in Europe every summer."

In 1971, the union announced it would no longer accept new residents and began what would become a five-year phasing out period, after the state ordered bedridden residents be moved to nursing homes.

The home still had 20 to 30 residents when it finally closed for good in November 1976, said Linda Pearson.

Pearson and her husband, Lee, a golf pro, leased the 18-hole Carpenters Home Golf Course, now Wedgewood Golf Course, from the union. The couple agreed, for a token fee, to keep tabs on the men after they were moved to nursing homes and retirement centers in the area, Pearson said.

"You get kind of attached to those older gentlemen. They were all alone here. I would say a good third or half of them were buried at the home," said Pearson, who now runs Bartow Golf Course with her husband. "It was so sad when they were moving some of them out. It was hearbreaking for them.

So, too, was it heartbreaking for Pearson to see the men split up, to see them die year by year.

"I'll be there for Mr. Walker," Pearson said. "He was never married, and his biggest fear is when it's time for him to go that no one will be at his graveside. He asked me to promise I'd be there."

The old Carpenters Home, vacant and nearly forgotten for several years, is taking on new life. The Assemblies of God Church, which bought much of the 2,000-acre estate, is remodeling the stucco, Spanish-style building into office space and classrooms. The old theater has been renovated. The green grounds where union retirees would feed squirrels under the oaks now support retirement homes and the new, imposing Carpenter's Home Church.

And still, there stands the cemetery.

Participants in the construction organizers seminar, assembled outside the George Meany Center for Labor Studies in Silver Spring, Md.

Construction organizer training

Thirty United Brotherhood construction organizers gathered at the AFL-CIO's George Meany Center, outside Washington, D.C., June 12–17, for the first in a new series of training seminars.

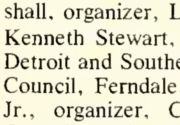
UBC Organizing Director Mike Fishman conducted the training sessions, with the assistance of Special Programs Director Ed Durkin and members of his staff, Representative Marc Furman and Richard Dwyer of the Meany Center.

Three additional training seminars are planned for construction organizers during the coming months, as follows: September 11–16, 1988; January 8–13, 1989, and July 23–28, 1989.

Participants in the first training seminar included: Thomas Ryan Jr., assistant business representative, Local 13, Chicago, Ill.; Jack Gilchrist, business representative, Local 1144, Seattle, Wash.; Robert Bothwell, business representative, Oregon State District Council, Clackamas, Ore.; Edward Gainty, organizer, Local 43, Hartford, Conn.; Jan Michael Dlugokinski, organizer, Local 210, Norwalk, Conn.; George Wright, organizer, Metropolitan District Council, Philadelphia, Pa.; James Little, organizer, Metropolitan District Council, Philadelphia, Pa.; Bryan Bouchard, assistant business representative, Local 538, Burlington, Vt.; Ron Rheaume, organizer, Local 1305, Fall River, Mass.; Simon R. James, organizer, Local 108, Springfield, Mass.; James Joubert, organizer, Local 624, Brockton, Mass.; James Lindley, organizer, Local 225, Atlanta, Ga.; Ricky Howington, business representative, Local 225, Atlanta, Ga.; James Herd Sr., organizer, Houston District Council, Houston, Texas; Carmelo Caputa, organizer, St. Louis District Council, St. Louis, Mo.; Michael Kallenberg, organizer, Local 625, Manchester, N.H.; Richard Cole, organizer, San Diego District Council, San Diego, Calif.; Joel A. Darling, organizer, Southwest Washington District Council, Vancouver, Wash.; Wayne Herrington, business representative, Seattle District Council, Seattle, Wash.; Thomas Russell, director/coordinator, Suburban Coordinating Committee, Worcester, Mass.; James Hirsch, director, Milwaukee and Southeast Wisconsin District Council, Milwaukee, Wis.; Frank Reynolds, business representative, Northeast Ohio District Council, Akron, Ohio; Peter Limosani, organizer, Local 24, Cheshire, Conn.; Ron Page, organizer, Central Indiana District Council, Indianapolis, Ind.; Robert Marshall, organizer, Local 33, Boston, Mass.; Kenneth Stewart, business representative, Detroit and Southeastern Michigan District Council, Ferndale, Mich.; Albert Halligan Jr., organizer, Central Indiana District Council, Indianapolis, Ind.; Russell Sullivan, organizer, Local 595, Lynn, Mass.; James Gleason, business representative, Local 210, Brookfield, Conn.; and Gary Mesko, financial secretary, Local 639, Akron, Ohio.

Century-old Member

John Dulczewski, retired member of Local 370, Albany, N.Y., recently celebrated his 100 birthday. Initiated into Local 6, Amsterdam, N.Y., on July 27, 1908, he was an active member until his retirement at 72. He has maintained his membership for 82 years.



Dulczewski

Over the years he has done construction for John Maila Contractor, John Lasher Co., Turner Construction Co., Edward Callahan Construction and worked as a home building contractor for J. Lansing Findlay.

Born on April 17, 1888, he is the oldest member of Local 370, and his hobbies include taking life easy, furniture making, inventing and reminiscing.

Political action and you

Get into the action for 1988. UBC political action!

CONGRESSIONAL SCOREBOARD

PLANT CLOSING PASSES—Labor scored a strong victory when the Senate passed the plant closing bill, providing for 60-days notice of closing or mass layoff, by an overwhelming majority of 72–23. The House is expected to pass the bill on July 13. Another veto by the President is possible, despite public approval of the bill.

•

DAVIS-BACON REMAINS UNCHANGED—Despite efforts to make needed changes in the Davis-Bacon law, the Act will remain unchanged this legislative session. An amendment to reform Davis-Bacon was removed from the Department of Defense Authorization bill.

•

MINIMUM WAGE—Both the House and Senate are ready for floor votes on raising the minimum wage. Even the small increase being proposed is being fought vigorously by the business community.

UBC political activists take action

In Orangetown, N.Y., Local 964 is building and helping to finance a 104 unit apartment project for seniors. The union successfully convinced skeptical councilmembers that the project would not result in overdevelopment in the area. No doubt the councilmembers were familiar with Local 964's political activism. The local's general agent, **Bill Sopko,** likes to quote Harry Truman's great line, "It is not the hand that signs the law that holds the destiny of America. It is the hand that casts the ballot."

AFL-CIO COPE announces 1988 regional meetings

The AFL-CIO Committee on Political Education will hold five meetings around the country to organize political action for the 1988 campaign. All union members are welcome and encouraged to attend the meetings in their regions.

Sept. 10, Atlanta, Ga.; Sept. 24, Houston, Texas; Oct. 1, Chicago, Ill.; Oct. 15, New York, N.Y.; and Oct. 22, San Francisco, Calif. For more information contact your local COPE, or the legislative department at the General Office.

UBC delegates to the Democratic National Convention

Congratulations to our UBC delegates to the Democratic National Convention: **Jose (Pepe) Collado and Ellen Randolph, Florida; Herb Mabry and Waylon Morton, Georgia; Walter Mabry, Minnesota; Dan Gips, New Mexico; Sandra Davis, Charles Pinzone, Robert Walton and Linda McGuckin, Ohio; Robert Brady, Pennsylvania; and Jack Riehl, Wisconsin.** You are helping to pave the road to a victory for labor in 1988.

Bush picks lobbyist for Japanese as top media aide

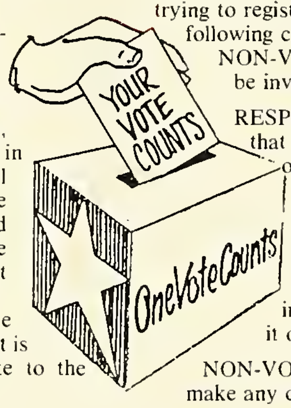
George Bush announced that senior communications advisor would be **James H. Lake,** a $240,000 per year lobbyist for Japanese auto companies. Lake will receive $10,000 per month for a minimum of 12 months to represent Suzuki, and another $120,000 annually from a Japanese auto parts group. Perhaps Bush thinks Lake can pass along some tips from his foreign clients on how to make America competitive again.

Who makes up these laws? We do.

Herb Holmes, business manager of the Rhode Island State Council, saw that his younger members were really having a problem with buying their first home, so Herb thought of a solution. He requested that his Rhode Island Congressman, **Fernand St. Germain,** introduce legislation to provide for the disbursement of monies from annuity funds for the purchase or renovation of principal residences.

Holmes wrote, "The carpenters interest in this legislation originates in 1980, when the leaders of our organization, recognizing the need to plan for the future, negotiated an annuity fund . . . Our members, who have been fortunate enough to have had steady employment, have accrued $12,000 in their individual accounts and in the coming years, that amount will grow to astronomical numbers. A young man who becomes a carpenter at age 18 will accrue over $30,000 in 10 years. He will be married and like all Americans, will have the desire to purchase a home for himself and his family. This disbursement legislation would really help this young man."

St. Germain's bill, H.R. 903, is now in committee in the House of Representatives, and the legislative department is working to get it passed. For more information write to the legislative department at the General Office.



Register to vote? Why bother?

As a union member in this presidential election year, there is no single action you will take that will be more important than voting on Nov. 8. Working people have suffered through eight years of loss in every area of workers' protections and entitlements. Yet many members are not even registered to vote, and their excuses are many. If you are one of the many political volunteers trying to register members to vote, you may be familiar with the following conversations:

NON-VOTER: Voting is my business. Unions shouldn't be involved in politics anwyay.

RESPONSE: I used to feel the same way, but I know that the non-union construction companies that undercut our wages and call it "merit shop" spend plenty of time and money getting laws passed to help themselves. I figure we have got to fight back by voting for candidates who care about our concerns. Everything government does has an impact on our union, our members and our families. So we have to be involved, because we are involved whether we like it or not.

NON-VOTER: What does it matter anyway, my vote doesn't make any difference.

Pay for voting? A living wage law? A ban on strikebreakers? Look to the states for worker protections in the months ahead.

In **Hawaii**, an employer must provide an employee affected by a plant closing or relocation with a dislocated worker allowance as a supplement to unemployment compensation benefits. If your plant relocates or moves in **Connecticut** and you lose your job, your paid group health insurance must be extended for 95 weeks. An employer must give you up to two hours off to vote if you work in the state of **Washington**. In **Maine**, the hiring of an employee to replace a striker would have carried a penalty of $2,000, had the Republican governor not vetoed the AFL-CIO backed bill.

These are just some of the recently passed laws on the state level which help workers. More are on the way, like the Living Wage Ordinance that union members are promoting in Contra Costa County, **Calif.** Stan Boren, Millwrights Local 102 business agent, reports that the building trades in Contra Costa County proposed a county ordinance that would require the payment of prevailing wages and benefits on all construction in the county, whether publicly or privately funded. It would also require preference in hiring for county residents. The Associated Builders and Contractors pulled out all the stops to prevent this ordinance from passing. The unions were prepared, however, with extensive substantiation for the ordinance, and a study of the economic impact of non-union labor on residential development in the county.

Share your pro-labor state laws, or ideas for needed legislative changes, with members around the nation by sending them to the legislative department at the General Office.

Why should I contribute to CLIC?

Many UBC members contribute to our political action committee. The Carpenters Legislative Improvement Committee-CLIC. They understand that giving to CLIC gives them a strong voice on Capitol Hill. CLIC contributes to candidates who support the laws that help workers and their families lead better, happier lives.

Here's what one contributor had to say about giving to CLIC:

"It is my pleasure to donate to an organization who is doing so much for me and my fellow brothers. Please feel free to use my name whenever you want. I am proud to be associated with your organization and am financially able to make these donations."
Norman A. Butler, West Point, Calif.

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Many pro-labor congressmen who have received help from CLIC write to our legislative department as well. They keep in touch with the UBC because we keep in touch with them. These members of Congress also know that our members support CLIC, and that means we can help our congressional friends get reelected. Here's what some of them have written:

"Knowing your concern for the equitable treatment of workers, I want to inform you that on June 8, the Senate failed to override President Reagan's veto of the trade bill by a slim margin. The trade bill would have protected workers, especially through the advance plant closing notification requirement. I will continue working for the goals of the trade bill, helping the economy cope with competitiveness and protecting workers."
Congressman James J. Florio, New Jersey.

"Knowing that we share a continuing concern about the issues which directly affect older Americans, I'd like to take a few moments to update you on some of the Congress' accomplishments in this area. The Older Americans Act Amendments was signed into law on Nov. 29, 1987, and made substantial improvements in the law. I am proud to say that this Congress acted on the need to provide better services for America's aging population, and want to assure you that I will be working hard to ensure that this continues.
Congressman Thomas J. Downey, New York.

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As these letters show, CLIC is your fighting force in Congress. We encourage you to give to CLIC when you are asked, if you are not already a contributor. Help in the UBC's effort to make the nation's laws work for working people.

Yes, I want to help!

Here is my contribution to the Carpenters Legislative Improvement Committee. I know my participation counts.

☐ $10 ☐ $15 ☐ $20 ☐ $25 ☐ other ____

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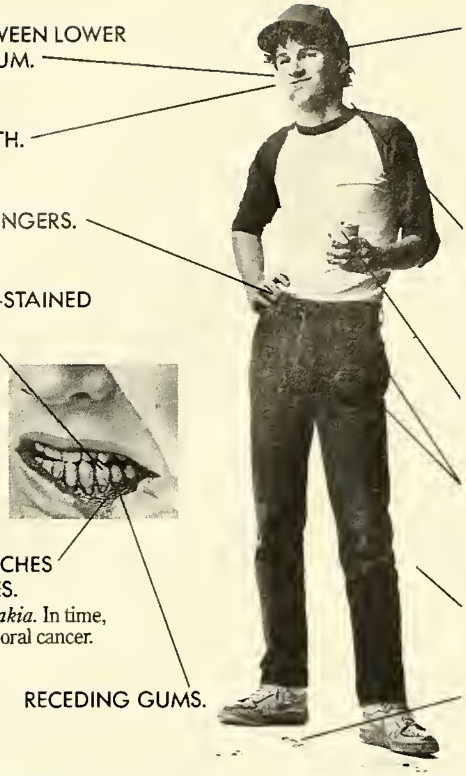
Contributions to CLIC are voluntary and are not a condition of membership in the UBC or of employment with any employer. Members may refuse to contribute without any reprisal. Contributions will be used for political purposes including the support of candidates for federal office. CLIC does not solicit contributions from persons other than UBC members and their immediate families. Contributions from other persons will be returned. Contributions to CLIC are not deductible as charitable contributions for federal income tax purposes.

1988 Campaign Action Guide available to local unions

To help achieve victory for our labor friends in 1988, the UBC political and legislative department has prepared a Campaign Action Guide for use by local union leaders and their political committees. This book contains information on strategies for getting volunteers, voter registration, campaign work and fund-raising. It also contains issue papers and candidate information which can be readily copied for distribution to your members. Information on political computer programs, access to the media and other up-to-date political tactics is also included. A copy will be sent to all local, state and district councils. Additional copies are available from Wayne Pierce, General Treasurer, 101 Constitution Ave. N.W. Washington, D.C. 20001.



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To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

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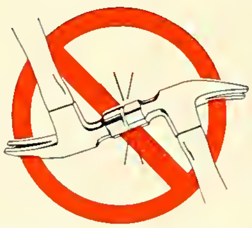
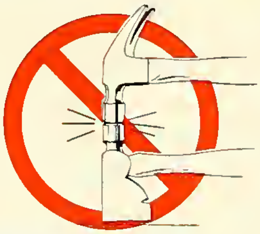
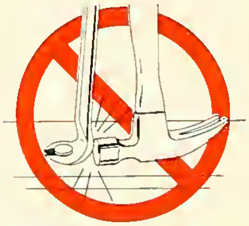


DON'T strike one hammer with another!



DON'T strike a hatchet with a hammer!



DON'T strike a nail puller with a carpenter's hammer!

No Truth to Report On Contact Lens

We published some wrong information on Page 18 of the June *Carpenter*.

There is no truth to reports that electrical arcs and sparks can seriously damage the eyes of contact lens wearers, as we reported.

Rumors based on two false reports of workers supposedly blinded as a result of electrical mishaps have been circulating throughout the country and have needlessly alarmed many workers, safety directors and school shop teachers, says the American Optometric Association.

Safety directors at the two companies involved—Duquesne Electric and United Parcel Service, both in Pittsburgh—have denied that such incidents or injuries ever occurred to any of their employees.

The false safety alert's source has not been determined. It describes two workers who supposedly had contact lenses adhere to their corneas as a result of exposure to electrical sparks and arcs.

In the first alleged instance, the worker threw an electrical switch into a closed position, producing a short-lived sparking.

In the second case, the worker supposedly flipped open his welding shield to better position the welding rod and, while doing so, inadvertently struck the metal to be welded, producing an arc.

According to the false alert, the spark and arc generated microwaves that instantly dried up the fluid between the eye and the lens, causing the cornea to be bonded to the lens. The alert said the workers felt no pain and did not know the injury occurred until they tried to remove their lenses later.

Dr. Crist of the Colorado Optometric Assn. said the heat from a welding arc or electrical spark is not nearly intense enough to dry up the eye's tear fluid. Nor could a contact lens concentrate rays to intensify the heat.

"Any high school physics book will show that lenses in the ophthalmic power range—which contact lenses are—could never concentrate rays so close to the surface, especially since most contact lens wearers are nearsighted and wear concave lenses which disperse rather than concentrate light or heat waves," he said.

Although this type of injury is physically impossible, Dr. Crist said welding does pose other dangers to the eyes.

"A welder who is not wearing tinted welder's goggles when he strikes the arc will probably develop a condition called photokeratitis from exposure to the ultraviolet radiation in the arc. Photokeratitis is usually a temporary condition involving eye redness, sensitivity to light, a sensation of a foreign body in the eyes and excessive tears. It rarely causes permanent damage but can be very painful for 6 to 24 hours," Dr. Crist said. Another danger, he noted, is that hot welding sparks can burn unprotected eyes as well as the skin.

He cautioned that "welders or anyone who may be exposed to a welding flash or arc should wear appropriate goggles over their contact lenses. The eye protection required by the Occupational Safety and Health Act for welding, brazing and soldering is the same with or without contacts."

WHEN YOU NEED A LAWYER...

... a new UBC Union Privilege Program will help

Call your local union or ask the General Office for the names and addresses of participating attorneys in your area.

Legal fees, like medical fees and hospital bills, have risen in recent years, causing many working families to avoid the professional legal services they need for such things as wills, uncontested divorces, property sales and simple, professional legal counseling.

The United Brotherhood, in cooperation with the AFL-CIO Union Privilege Program, is now able to offer a new and special advantage to union members—discount rates on legal services and free advice on initial consultations.

Last month, the UBC General Office in Washington, D.C., mailed to every local affiliate in the United States a packet of information about Union Privilege Legal Services. (Unfortunately, such legal services are not yet available to our Canadian members.)

In the packet was a list of attorneys in your state who are participating in the program. If you want complete details on what this is all about, contact your local union. Your business manager should be able to answer any question you may have.

This new service removes the fear of the unknown from the process of engaging a lawyer. Members of the United Brotherhood will receive free initial legal services and 30% discounts on more complex matters. The program has no annual fee or enrollment cost.

Union Privilege Legal Services has created a national panel of labor-friendly attorneys pledged to serve the personal legal needs of the 13½ million members of AFL-CIO unions. Now, whether it is a complicated document to be signed or a legal question for which advice is needed, a lawyer is available.

The new benefit is for the exclusive use of members of participating AFL-CIO unions, their spouses and dependents, all on a strictly confidential basis.

Each participating union has a catalog of the names and addresses of participating lawyers and their specialties. Members may obtain the names of lawyers in their area from their local union or by contacting Union Privilege Legal Services—815-15th Street, N.W., Washington, D.C. 20005.

Each lawyer has contracted with the program to provide quality legal service for UBC members and their families. To further ensure quality, each union member/client has the opportunity to evaluate the lawyer's services. The attorney's performance is overseen by the program's administrator.

Similar programs offered by commercial firms charge up to $150 per year for this service. But the purchasing power of 13½ million AFL-CIO members makes it possible to provide this legal assistance program with no annual fee or enrollment cost.

The program's benefits are:

Free 30 minute consultation. The unionist or a member of his or her family meets with a participating attorney or by phone on any matter. There is no limit on the number of consultations, provided each is about a separate matter.

Free document review. Costly mistakes can be avoided by understanding what one signs. Personal, non-business transactions, such as leases, insurance policies, and installment sales contracts, can be carefully reviewed.

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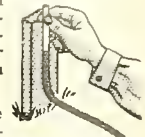

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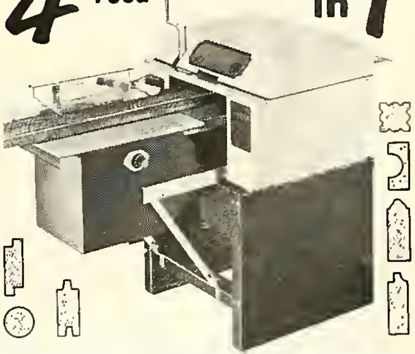

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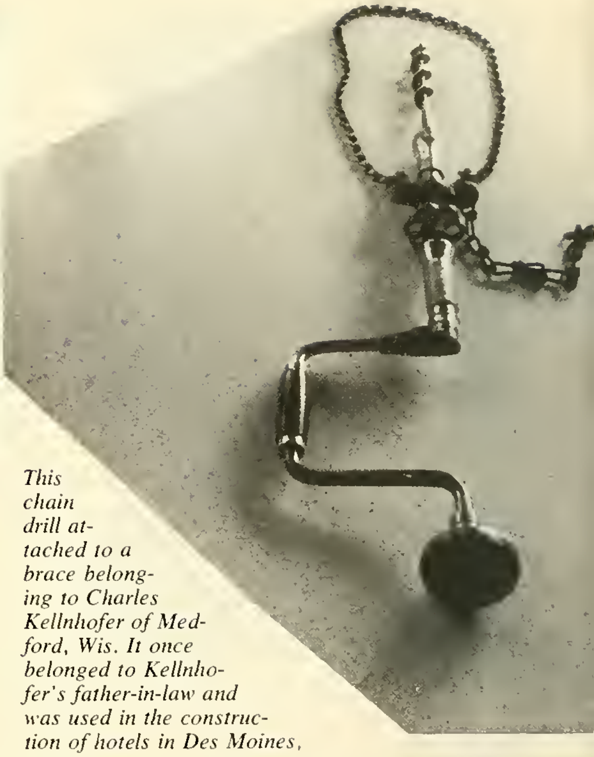
Before the days of electric drills . . .

THE CHAIN DRILL

Many senior craftsmen respond to our query



This chain drill attached to a brace belonging to Charles Kellnhofer of Medford, Wis. It once belonged to Kellnhofer's father-in-law and was used in the construction of hotels in Des Moines, Iowa.

That tool we asked our readers to identify six months ago (February, Page 15) has been identified by more than 40 of our readers in recent letters to the editor.

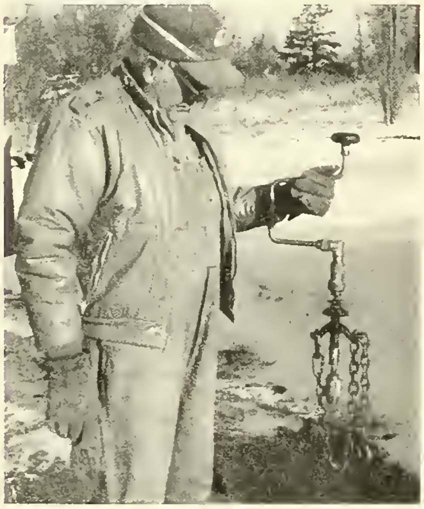
It's a chain drill—a useful item for many a carpenter, millwright and blacksmith a half century ago.

Ron Edmonds of Westwood, Calif., remembers growing up in Saskatchewan without electricity and power equipment, a time when a chain drill came in handy. Harry Cohen of Chicago, who grew up on a farm in northern Saskatchewan between 1920 and 1925, has a similar recollection.

"It was the only means of drilling a hole in anything *HARD*," Edmonds wrote.

The chain drill, we learned, can be used with either a hand brace or a chest brace. The chain goes around the pipe or whatever is to be drilled. The chain end fits into a slot in the drill and, as the brace turns, a wheel collar or tension nut also turns and tightens, taking the pressure off the brace. That's the way Paul Domingue of Local 1897, Lafayette, La., and other members explained its use. Eugene Fanberg of Big Lake, Minn., a Local 851 retiree, tells us that a small pawl advanced the drill on the shaft, so it would drill a little more with each turn of the brace. Many models had ball bearings, which made this early-day portable drill press easy to operate.

John Gilliam of Miami, Mo., a retired member of Local 61, Kansas City, Mo., says they call the chain drill an "old man" out his way. He has one which he's able to attach to a brace and drill holes into metal. Philo E. Pesicka of Local 98, Spokane, Wash., incidentally, also remembers the tool being called an "old man."



Some members who wrote to us remember their fathers using chain drills before power drills came along. Willis Cook, a retired member of Local 1585, Lawton, Okla., recalls when his father worked for an oil company between 1916 and 1933 and had to drill holes for bolts in pipes and parts for oil well equipment. Cook's chain drill was manufactured by Miller Falls. Jerry Pechnyo of Local 54, Chicago, tells us that Keen Kutter and Goodell-Pratt also manufactured them.

A lot of our tool-collecting members say they have chain drills in their collections. Larry Davis, a retired member of Local 714, Olathe, Kans., says he has 17 chain drills, all of them different. Davis sent us the illustration of a Yankee No. 1500 drill, shown at the top of the opposite page.

Clarence Wegner of Local 131, Seattle, expressed the opinion that the chain drill we pictured last February, which is owned by Roscoe Meentemeyer of Lombard, Ill., is a Yankee No. 1500 with the automatic feed removed. Wegner has one which belonged to his father and which was used by millwrights to drill pipes and shafts with a brace or a breast drill. *Editor's Note: We're not so sure. There seem to be minor differences in Meentemeyer's drill.*

R.W. Smith of Phoenix, Ariz., a carpenter for 45 years and a member of Local 1089, has a chain drill and still finds it useful from time to time.

Erwin Albers of Minden, Neb., a retired member of Local 400, Omaha, has two of the tools. One has a chuck like a hand brace to use with square shank bits, and the other is more modern, with a chuck to hold round shank bits.

Kenneth Runkle, a retired business agent of Local 215, Lafayette, Ind., who has been a leader of the Mid-West Tool Collectors, sent us copies of a page from an 1897 tool catalog and an early Sears-Roebuck catalog which listed chain drills. The 1897 catalog calls the chain drill "a comparatively new" boring tool which "has met with great favor."

Steve Van Fleet of Baltimore, Md., notes that there's an illustration of the Goodell-Pratt breast drill in *The Antique Tool Collector's Guide to Value* by Ronald S. Barlow, Windmill Publishing Co., El Cajon, Calif. 92020.

Many members remember their fathers or grandfathers using a chain drill in years gone by. Keith Bosher, a retired member of Local 1583, Englewood, Colo., helped his father on many jobs where a chain drill came in handy. Daniel Ebeling of Lima, Ohio, says his grandfather, John Keeler, who was a combination carpenter and millwright, showed him how to use the tool back in the 1920s. He says he can never remember the tool being used for drilling wood. C.S. Spainhower of Local 36, Oakland, Calif., says his father was a jack of all trades and used one regularly.

William R. Stewart, associate administrator of the Suffolk County, N.Y., Fringe Benefit Funds, says it was an uncle, who worked for New York and Queens Electric Light and Power Co., a predecessor to Consolidated Edison, who introduced him to the chain drill. The uncle treasured it so much that young Bill thought it was the only one made.

Melvin Normington of Local 313, Moscow-Pullman, Wash., has a Yankee drill handed down from an uncle, too.

Don Reagan of Coal City, Ind., tells us that, although the chain drill was useful to plumbers and steam fitters, it was classified as a carpentry tool for heavy construction. Reagan has two of them—one made by Duff Machine Co. of Lowell, Mass., and the other by Grabler Mfg. Co. of Cleveland, Ohio.

Any way you looked at it, says Alvin Willis, an 80-year-old retiree of Local 829, Santa Cruz, Calif., "drilling by hand was a damn slow job."

Dean Tunbridge, retired from Local 184, Salt Lake City, used a chain drill back in the 1930s, and he somewhat disagrees with Alvin Willis.

"A hole could be drilled in 10 minutes in the eye of an iron rail," he says. "A one-inch hole could be drilled in ½-inch-thick steel with no more effort than it would take to cut a thread on 1½" pipe."

He adds that the chain drill used to be called an "old man" out his way.

Vincent Van Daalen of Local 124, Paterson, N.J., identifies our tool as a Yankee Chain Drill, as did many others. He suggests that it might have been used to drill holes for the mortise in oldtime coal bunkers, among other uses.

Harry Shaw, a retiree of Local 978, Tacoma, Wash., says that he saw chain drills used a lot when he was growing up near the coal mines in southern Illinois. "The mine mechanics used it to drill just about any metal too hard to drill with a hand brace or to drill holes in cramped areas where there wasn't room for a man with a brace and metal-cutting bit.

"I have never seen a hand brace big enough to turn a bit in this tool. We always used a long-handle wrench . . . anything from a knuckle-buster monkey wrench to a pipe wrench. Crescent wrenches with long handles worked best of all."

He also tells us he's never seen the tool used on wood.

T.L. Schultz, retired from Local 1906, Philadelphia, and now living in Bradenton, Fla., tells us of another use for the chain drill:

"When I worked at being a steeplejack, when I was young, before I joined the union, I used a chain drill to drill holes in flagpoles for the cleats to tie the halyards . . . wherever there was no electricity."

R.L. Oaks of Local 2902, Burns, Ore., who lives out at Crooked River Ranch, says he remembers a time in the late 1940s after World War II when salesmen were traveling around northern Minnesota and North Dakota, trying to sell the drills to farmers for repairing machinery wherever there was no electricity.

Alvin Miley of Raytown, Mo., retired from Local 61, Kansas City, Mo., says he has no idea what became of the chain drill that belonged to his dad.

"I do know there have been times when I could have used it to drill holes in iron, when I was too far from a power line," he says.

Stanley Froncki of Local 218, Boston, Mass., says our tool is similar to one he used in 1943 as a circular clamp to bind glued, tapered, or tongue-and-groove stock. A wood turner would then shape and flute as required. But that's another tool, our readers agree.

Gene Slater of Local 1622, Hayward, Calif., also describes a similar tool:

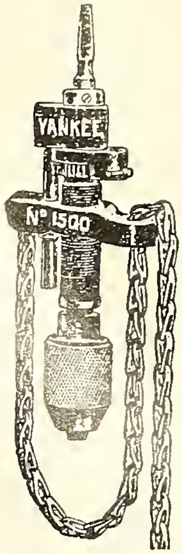
"Some 40 years ago, I observed a workman tapping an in-service city water main of about eight inches diameter.

"As I recall, the main was first wrapped in dry ice to freeze it. A water main tap was then positioned in a device that resembled the tool in question, and a clamping chain was put around the water main so as to apply pressure.

"When in operation, the drill then turned the tap as the combination die and drill simultaneously tapped the main and turned the threaded valve into the tap. All of this was done in one operation, while the water main was frozen—to keep the water out of service as short a time as possible.

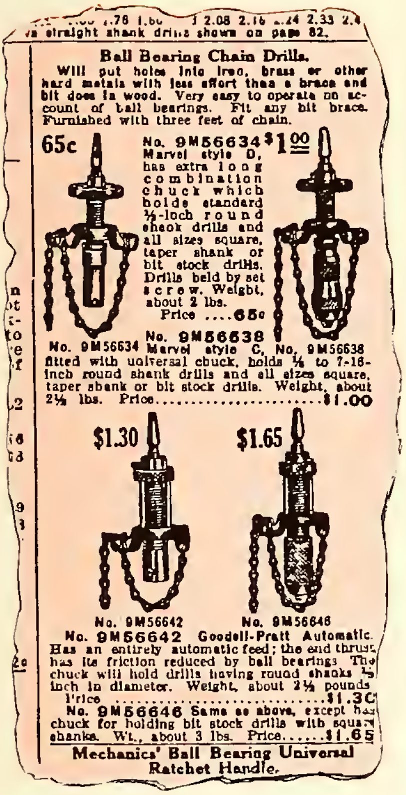
Considering the efficiency and utility value of the device to public water departments,

Continued on Page 27



Audel's Plumbers Guide No. 1 of 1925 contains this illustration of a "Yankee" chain drill with automatic and ratchet feed. Audel states: "The taking up and releasing of chain is done with a friction feed by simply turning brace or breast drill by which the chain drill is operated. When the chain is tight, the automatic feed operates by turning of small lever to horizontal position as in illustration."

Larry Davis, a retiree of Local 714, Olathe, Kan., who sent us the illustration, says he has 17 different chain drills in his tool collection. We also received a copy of the Audel illustration from Herbert Ellsworth of Portland, Conn., a member of Local 24.


2.08 2.16 2.24 2.33

straight shank drills shown on page 82.

Ball Bearing Chain Drills.

Will put holes into iron, brass or other hard metals with less effort than a brace and bit does in wood. Very easy to operate on account of ball bearings. Fit any bit brace. Furnished with three feet of chain.

65c

No. 9M56634 Marvel style D, has extra long combination chuck which holds standard ½-inch round shank drills and all sizes square, taper shank or bit stock drills. Drills held by set screw. Weight, about 2 lbs. Price 65c

$1.00

No. 9M56634

No. 9M56638

No. 9M56638 Marvel style C, No. 9M56638 fitted with universal chuck, holds ⅛ to 7-16-inch round shank drills and all sizes square, taper shank or bit stock drills. Weight, about 2½ lbs. Price..........................$1.00

$1.30

$1.65

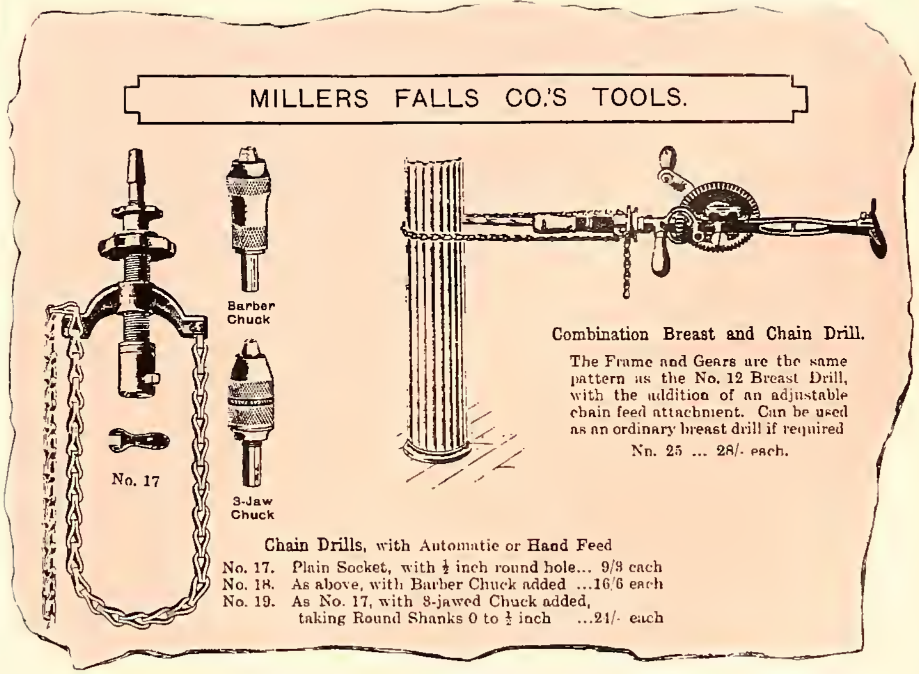
No. 9M56642

No. 9M56646

No. 9M56642 Goodell-Pratt Automatic. Has an entirely automatic feed; the end thrust has its friction reduced by ball bearings. The chuck will hold drills having round shanks ½ inch in diameter. Weight, about 2½ pounds. Price $1.30

No. 9M56646 Same as above, except has chuck for holding bit stock drills with square shanks. Wt., about 3 lbs. Price......$1.65

Mechanics' Ball Bearing Universal Ratchet Handle.


MILLERS FALLS CO.'S TOOLS.

Barber Chuck

3-Jaw Chuck

No. 17

Combination Breast and Chain Drill.

The Frame and Gears are the same pattern as the No. 12 Breast Drill, with the addition of an adjustable chain feed attachment. Can be used as an ordinary breast drill if required

No. 25 ... 28/- each.

Chain Drills, with Automatic or **Hand Feed**

No. 17.	Plain Socket, with ½ inch round hole...	9/3 each
No. 18.	As above, with Barber Chuck added ...	16/6 each
No. 19.	As No. 17, with 3-jawed Chuck added, taking Round Shanks 0 to ½ inch ...	21/- each

Ball bearing chain drills were available at 65¢, $1.00, $1.30 and $1.65 in a 1910 Sears Roebuck catalog, above.

At right, a 1909 Wm. Marples & Sons Ltd. catalog shows the drill as it would be used with a breast drill, with the chain wrapped around the object to be drilled.

Roy P. Farmer of Steger, Ill., a retiree of Local 272, Chicago Heights, who sent us these illustrations, has demonstrated the drill at tool shows.

Ottawa Report

ALBERTA STRIKE RESTRICTION

Alberta Labor Minister Ian Reid has introduced legislation that would prevent localized strikes in the province, and individual construction unions could not strike unless they get support from other trade unions across Alberta.

The bill, if adopted, will squash the rights of some smaller unions who would be forced to get the consent of 60% of their local and the majority support from 60% of the rest of Alberta's trades.

Reid said the bill is an attempt to deal with the construction industry as a whole and rid it of the sequential strikes which plagued it in the late 70s and early 80s when various trades followed each other off the job, leaving construction at a standstill.

Labor lawyer Bob Blakely estimates 24 locals and 25,000 unionized workers would have to get together before a provincewide strike could be held.

However, the bill could work in the unions' favor if the province's economy booms and the whole union sector agrees to a walk out.

COURT ON 'STOLEN' SECRETS

The Supreme Court of Canada overturned a decision by the Ontario Court of Appeals and said that information secretly copied or memorized cannot be considered stolen.

The case stems from Wayne John Stewart's conviction for counseling a Toronto hotel employee to commit fraud and for theft of information.

Stewart allegedly hired a hotel security guard to get lists which contained hotel employees names, addresses and phone numbers so a union could use them as part of its organizing drive. The security guard told his superiors he was approached by Stewart for information, and Stewart's next call to him was taped.

In his ruling Justice Antonio Lamer wrote society's best interests have to be considered ahead of a victim who loses confidential information. Lamer also pointed out that it is extremely difficult to define the nature of confidentiality. The court also stated that a fraud charge can apply only if a victim ran a risk of actual economic loss.

B.C. DECERTIFICATION ACTION

The British Columbia Industrial Relations Council has relented to the demands of BCE Development Corporation and allowed it to decertify its collective bargaining agreement with the Carpenters union.

BCE Inc. has more than $26 billion in assets, and the conglomerate's chairman, Jean de Grandpre, is a member of the Business Council on National Issues, a powerful right wing lobbying group in Ottawa.

The Labour Relations Board and its successor, The Industrial Relations Council, have established legal precedents regarding decertification, but BCE has attempted to side step them by claiming it has no "involvement in any construction work" and therefore was not involved in a "collective bargaining relationship."

Currently BCE is a major contender for development rights on a number of projects, and at the time of the decision the company was in a race for the former EXPO site, a project which could employ up to 10,000 construction workers over the next 20 years.

The United Brotherhood of Carpenters and the Building Trades Council are currently trying to appeal the decision.

IMMIGRANTS IN ALBERTA

"The Alberta government has a shameful record when it comes to prosecuting employers who break labor laws," the *Calgary Herald* reported recently. The *Herald* recently published a special report indicating that immigrant workers in Alberta are overworked and underpaid, some putting in 50 to 70 hours of work a week without overtime pay, a violation under provincial law.

The newspaper survey indicated that the provincial labor department receives 10,000 formal complaints a year, but that it has filed only five charges against employers under the Employment Standards Act, passed in 1980 to protect the rights of non-union workers.

Labor Minister Ian Reid is reported to have told the *Herald* that the government prefers to educate, rather than prosecute employers who break the law. Civil leaders expressed shock at his response.

'MEAT CHART' SYSTEM OUT

Ontario Labor Minister Greg Sorbara announced a new workers compensation system that will replace the province's infamous "meat chart" payment method for injured workers.

The new system will try to close the gap between compensation and the economic loss an employee suffers as the result of a workplace injury. In addition, workers may also be awarded up to $65,000 for loss of enjoyment of life due to injury.

Under the old "meat chart" system, pensions for the permanently disabled were assessed by injury rather than real economic loss. Now workers will be able to get a pension based on the difference between pre-injury earnings and post-injury earning capacity.

Twin Cities rally protests exploitation of Hispanics

A Mexican-American organization, the Twin Cities, Minn., District Council and three other labor groups joined forces June 21 to protest the exploitation of migrant Hispanic workers at an apartment complex under construction in Bloomington, Minn.

Members of the three groups charged that conditions at the Tealwood Apartment complex are unsafe and that the salary scale is 50 to 60% below prevailing wages.

Al Garcia, community services director for Centro Cultural Chicano, said the project is a case of "labor brokers preying on an underclass of workers. It's an American apartheid, and it's not good for our community, the people of Minnesota or reputable contractors."

The rally was held outside Normandale Hylands United Methodist Church, which is next door to the apartment complex. Its objective was to call attention to the project's conditions and to question why an out-of-state contractor should be allowed to do work in Bloomington and not meet the same standards required of Minnesota contractors.

"If Woodsage Construction, the St. Louis, Mo., owner/developer/contractor, wants to hire Hispanic workers, there are plenty of unemployed Hispanics locally," Garcia said. "Let's have some meaningful affirmative action. The truth is that this contractor has similar developments in other parts of the country."

The project started last fall, Garcia said, and at one time 60 to 70 migrant workers from Texas, Nicaragua, El Salvador, Mexico and other Latin American countries were employed.

The project has been cited and, at one point, was closed down by the Occupational Safety and Health Administration for safety violations. Several workers were deported after visits by staff members of the Immigration and Naturalization Service.

Centro Cultural Chicano, which represents 18,000 people in Hennepin County and is the largest Hispanic organization in Minnesota, joined forces with the labor Groups, Garcia said, because "this is a people issue—not a union versus non-union issue."

The two sponsoring labor groups were the Carpenters Twin City District Council, which represents 10,000 carpenters in the metropolitan area, and Construction Research, Inc., a consortium of United Association and International Brotherhood of Electrical Workers local unions with a membership of 6,000 workers.

Harry Melander, a business representative for the Carpenters District Council, said the

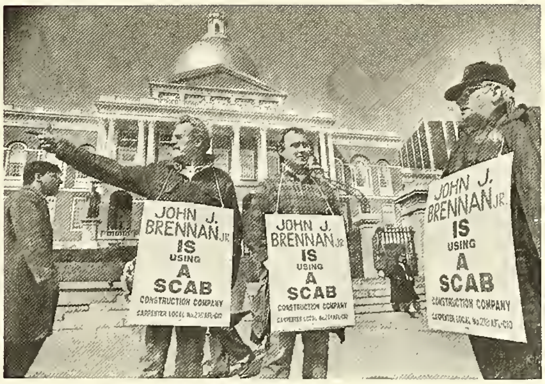
Continued on Page 38

Ohio State Council officers installed

The executive officers of the Ohio State Council of Carpenters were recently installed in ceremonies at the council's new offices on East Town Street in Columbus, Ohio. General President Sigurd Lucassen, center, led them in the oath of office. From left are Jack Noggle and Randy Tackett, executive board members; Larry Sowers, legislative director; Lucassen; Third District Board Member Tom Hanahan, trustee; Robert Konyha, secretary; and Steven Kasarnich and Robert Puckett, executive board members.

Other officers, not shown, include Gerald Piatt, president, and board members David Quinby, Edward Kelley, James Moore, James Templeton, G. Ray Medlin Jr., Kenneth Busch and James Johnoff.

The ceremony was followed by a reception where the guests included Ohio Governor Richard Celeste, Speaker of the Ohio House Vern Riffe and other state officials. General President Emeritus William Konyha was also in attendance.


JOHN J. BRENNAN JR. IS USING A SCAB CONSTRUCTION COMPANY CARPENTERS LOCAL No 218 AFL-CIO
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Bay Staters picket state senator

Sen. John Brennan Jr. (D-Mass.) came under fire recently when members of Local 218, Boston, Mass., picketed the State House to protest his and a business partner's use of non-union labor on a local development project.

Ironically enough, Brennan supports the prevailing wage law, which requires that all federally or state funded projects pay workers the prevailing union-wage rate, but refuses to use union labor for his own private construction projects.

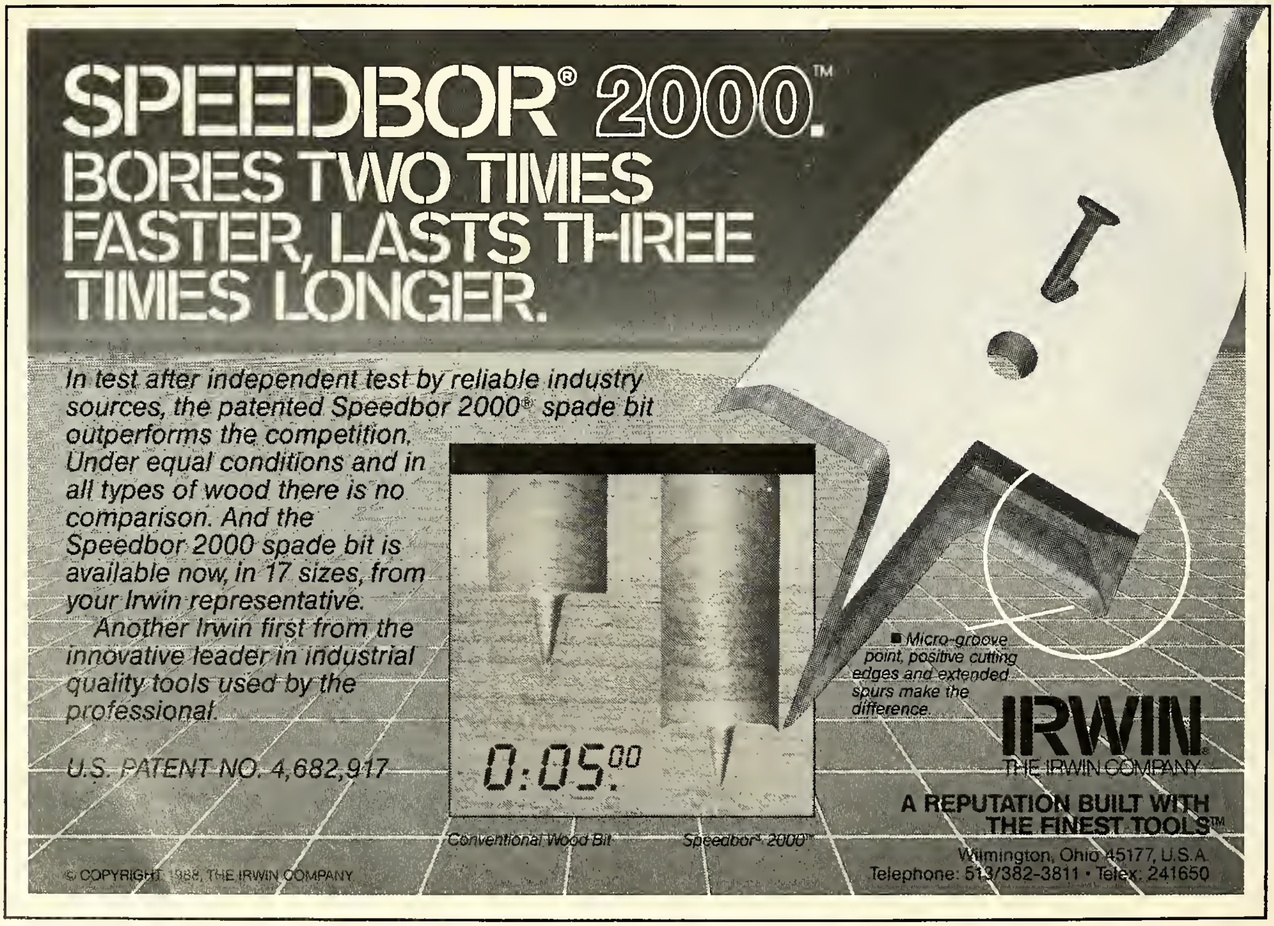
To date, Sen. Brennan has been uncooperative with the union, which has made repeated attempts to discuss the issue with him.

According to Joseph Robicheau, organizer, Brennan's previous construction projects have been "notoriously non-union," the most notable being a school project.

Letting state house visitors know about the scab construction, upper left are Tom Guilmain, John Beattie and Buddy LeBlanc, retiree, who served as picket captain. In the rat costume is Rich Reznick.

Midwest Council convenes

The UBC's Midwestern Industrial Council held its 12th annual convention April 28–30 at the Holiday Inn in Oshkosh, Wis. The gathering was attended by 90 delegates and guests from the four-state area of Wisconsin, Iowa, Illinois and Minnesota. Newly-elected officers were sworn in by Representative Ian Walbreen. They included, from left, James Copet, of Local 1733, Two Rivers, Wis., warden; Eric Williams, Local 1865, Minneapolis, trustee; and Bruce Baier, Local 1363, Oshkosh, executive secretary-treasurer.



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Labor News Roundup

U.S. Postmaster General won't bust unions

"I'm not in the business of union busting," stated Postmaster General Anthony Frank in his opposition to the proposals by White House Office of Management and Budget to privatize the U.S. Postal Service. Speaking at a seminar recently, Frank said the USPS is a "legitimate and necessary public institute," and asked "Is privatization simply a code word for union busting?" Frank averred, "I do not intend to reopen any contract negotiations. Our 1987 contracts with the major postal unions stand."

President's speech writers should check the facts

The Auto Workers reported that President Reagan misspoke in his trade veto message by using the example of the Caterpillar construction equipment manufacturer to describe why business opposed the bill's plant closing notice requirement.

Reagan cited a statement by a Caterpillar executive that the company could have gone under during the early 1980s' recession had plant closing notice been required.

". . . They did not have the luxury then, nor do they now, of knowing with certainty what business conditions would be like 60 days in the future," said Reagan. "Without the ability to be agile and responsive, they might have closed their doors permanently."

The UAW pointed out that the union won a plant closing notice provision from Caterpillar in 1983 after a seven-month strike. The provision requires 180 days' notice before a total plant shutdown and 60 days' notice on a partial closing.

Highest court makes TWA abide by its contract

A victory for the Independent Federation of Flight Attendants was won when the U.S. Supreme Court, on a 4–4 vote, let stand a lower court ruling which requires Trans World Airlines to abide by its contract with the IFFA. The 8th U.S. Circuit Court of Appeals' decision upheld a contract provision requiring all flight attendants—including new hires and members who crossed the picket line during a 70-day strike in 1986—to pay union dues as a condition of continued employment.

AFL-CIO blasts attempt to set up Teamster trusteeship

The AFL-CIO has blasted the Reagan administration's move to put the Teamsters union under federal trusteeship.

The suit, the first ever filed under the Racketeer Influenced and Corrupt Organizations law, was filed in New York City by the Justice Department. The government's brief alleges that the IBT's leadership has been influenced by organized crime for decades.

In a reference to the Landrum-Griffin Act, which covers union elections and other internal matters, the AFL-CIO said if Teamster officers have committed federal offenses, the department should proceed against those individuals directly under laws which forbid convicted persons from holding a union office.

The move has been sharply critized by both labor and government officials. Sen. Hatch said, "I have great difficulty in the trusteeship of an entire international union. I don't think the government or any other court in this nation is capable of being a trustee over a union."

Quick reply for people who want to sing

In a letter to Ann Landers, someone wrote that they had been part of a dance band for several years and a big problem they have encountered is people coming up and asking if they can sing a few numbers with the band. They pointed out in the letter that often times the person couldn't sing; and although they tried to be tactful, these "singers" frequently make pests of themselves.

The solution, from the syndicated column was to ask the would-be performer, "Do you have a union card?"

Plant closing early warning manual published

An "Early Warning Manual Against Plant Closings" has been issued by the Midwest Center for Labor Research. The guide is designed to help workers, their unions and communities spot tell tale clues of an impending shutdown.

Some clues, the manual notes, may include a change in ownership, disinvestment, mismanagement, management instability, declining sales and duplicate capacity. Immediate danger signals include removal of equipment, additional security guards, sudden changes in management behavior, unidentified visitors and unusual bargaining positions.

The manual also tells how to form a network to monitor workplaces for indications of closings. In the absence of legally-required advance notice, it explains how early warning systems play a critical role in giving workers and localities time to prepare for or avoid the devastating impact of shutdowns.

Copies are available for $50.00, or $15 for local unions and community groups, from MCLR, 3411 West Diversey, #10, Chicago, Ill., 60647. Add $1.50 for postage. The manual is also available in Spanish.

'Buy American' getting more shopper support

Shoppers are becoming more conscious of buying American-made merchandise than in many past years, says the *Kiplinger Report*. It said consumers are willing to go out of their way to buy merchandise made in the U. S. and that retailers benefit considerably when they feature special promotions on clothing, tools and appliances tagged and displayed as American-made. It further reports there are many stores springing up that sell only U. S. products, items that include gourmet foods and housewares.

Safety and health penalties doubled in Minnesota

Minnesota Governor Rudy Perpich recently signed legislation doubling penalties for workplace safety and health violations, the *Minneapolis Labor Review* reported. The law, supported by labor and business groups, includes fines up to $10,000 for safety and health violations that result in fatalities.

ABC attacks prevailing wage in Massachusetts

Under the guise of the name "Fair Wage Committee," the Associated Building Contractors has launched a drive to repeal the state prevailing wage law in Massachusetts. For a number of years the ABC has unsuccessfully tried to overturn the state's prevailing wage law through the state assembly. Unable to gather the necessary votes from state legislators, the ABC has used paid petition gathers to get the 60,000 signatures necessary to put the issue on the ballot.

In response, local unions, community groups and elderly groups have joined together to form the Quality of Life Committee. This broad based organization has begun its effort by focusing on voter registration and community outreach.

"This referendum amounts to private company's making public policy for profit," stated a staff member of the Massachusetts AFL-CIO. Using a "for profit referendum" is only the latest in a series of attacks made by the ABC on the state's 74-year-old law.

Work experience schedule grows

Four-year program for piledriving

The National Joint Apprenticeship and Training Committee, in cooperation with the U.S. Bureau of Apprenticeship and Training, has revised the National Apprenticeship and Training Standards to offer broader areas of craft training.

The number of training "blocks" in the PETS program have been greatly increased to allow flexibility in training for the changing needs of industry.

The expanded schedule was designed to give sponsors the flexibility to accommodate specialty contractors and shop owners and, at the same time, provide for well-rounded craft training.

"This expanded schedule of training specialties is not intended as a means to piecemeal our trades," First General Vice President John Pruitt stated. "Each apprentice must still spend the major part of his or her time in the area most closely associated with the type of work being done by the employer, and each apprentice must remain in a given craft area until a least 80% of the skills and tasks listed in that area is accomplished."

The expanded schedule is similar to a system used by North American colleges in which students enroll for major subjects plus certain "electives." The big advantage to the apprentice before and after he or she becomes a journeyperson is that such a craft trainee will be able to take on specialty work more often and, thus, stay employed.

Flexibility has also been added to the total number of hours required for apprenticeship training. The total number of hours of work experience, including the miscellaneous "electives" now will vary between 5,200 and 8,000 hours.

Apprenticeship leaders have also secured a DOT code for a four-year piledriver training program, which means that a classification of "Carpenter, Piledriver," will now be listed in the U.S. government's Dictionary of Occupational Titles and that affiliated training programs may now set up a four-year schedule, permitting piledriver trainees to obtain an expanded schedule of work experience.

Piledrivers in the new DOT code classification will be taught, in addition to regular-schedule courses, additional skills such as blueprint reading, basic mathematics, accident prevention and piledriver equipment and materials.

It was previously possible for a piledriver apprentice to complete his or her training in two years. Now this is extended to four years, with the added advantage of learning more skills to maintain employment.

Local 12 apprentices get job site overview

Local 12 President Leon Ilnitzki explains work at the job site to Chris Sease, Jim Stevens, Rich Smith, Dan Close, Jerry Everson and Art Jones in the office trailer.

In continuous weekly field trips to a nearby Marriott Court Construction site in Syracuse, N.Y., the carpenter apprentices of Local 12 have been following the total job program from preliminary site excavation through completion inspection by the owners.

Coordinator and Instructor Dick Matthews has taken his apprentice classes to job sites for one hour a week. With too many apprentices working for specialty contractors many had only knowledge of a small segment of the whole building process. This field trip idea has gone over very well with the students and members of Local 12.

The Project Superintendent Leon Ilnitzki, who is also president of Local 12, stayed after hours to spend time with the class and shed some light on the ongoing construction as pertaining to the supervision end of the job. Leon talked on the "Critical Path Method" as a means of scheduling upcoming work. He also talked on material inspection, architectural approvals, change orders and dealing with subcontractors.

The project is being photographed in construction sequence by Coordinator Dick Matthews and when completed a slide presentation will be used in upcoming preapprentice classes.

National Joint Committee in session

Retirements and appointments have brought changes to the National Joint Carpentry Apprenticeship and Training Committee, the top-level group which governs the international training program for UBC crafts. At its recent meeting in Kansas City during the 1988 training conference, it included, clockwise from left, front, Glen Zimmerman, Specialized Carriers and Rigging Association; William Halbert, Len Terbrock and Doug McCarron, all UBC; Arthur Ledford, Associated General Contractors, committee co-chairman; UBC First General Vice President John Pruitt, co-chairman; Dennis Scott, UBC technical director; George Vest Jr., UBC; Ken Navratil, Association of Wall and Ceiling Industries; William K. Healy; Chris Enquist, committee secretary; and Lewis Kimball, AGC; Fred Humphries, NAHB advisor; and Peter Johnson, National Association of Home Builders.

Twin Cities JATC honors graduates in recent completion ceremony

The 1988 completion ceremony honoring graduates of the Carpenter, Millwright, Piledriver and Carpet/Resilient Floor Coverers was held in late April by the Twin Cities Area JATC. Winners of the 1988 Minnesota Carpenters and Millwrights Contest were also announced at the ceremony.

Brian Lasserre won first place among millwrights, in the Twin cities competition.

Dick Quinn, chairman of the joint apprenticeship and training committee, awards a completion certificate to Craig Comer, the only piledriver graduate.

Winners of the carpenters contest were James McDonnell, Local 87, St. Paul, Minn., first place; Tim Horue, Local 1382, Rochester, Minn., second place; and Thomas Krona, Local 1644, Minneapolis, Minn., third place.

Millwright graduates and officials of Local 548, St. Paul, Minn., included, front, Shawn Tuhy; Doug Lausen; Mark Schreiner; Boy Lyons, business representative; Bob Dahlquist, coordinator/instructor; and Tom Mickelson, retired financial secretary and contest judge.

Back row, Mike Drimmel; Jack Bibeau, financial secretary and business representative; Miles Lord, guest speaker; Ray Hamer, JAC member; and Rich Anderson, president.

The carpet and resilient floor coverers graduates of Local 596, St. Paul, Minn., included Bill LaVanier, coordinator/instructor; Fred Barrett; Thomas Dwooher; David Elliot; Robert Graham; and Larry St. George, business representative and director of apprentices.

Carpenter graduates are shown above from Local 87, 1644 and 851. On the front row are JAC members and trustees: Tom McGougn Jr., Ken Augst, Jerry Messerich, Roger Rehbein, Marlin Grant, Stan Gardner, Lenny Brandt, Verg Wason and Don Classen.

Graduates included Charles Ambroz, John Ausland, Daniel Baker, Greg Ball, Troy Blazek, Steven Borowicz, Jeffrey Boster, Bradley Bruggenthies, Thomas Brunn, Jeff Brutger, Michael Busch, Steven Christianson, Richard Dernell, Lori Endres, John Fassbinder, David Ford, David Gerten, Bernie Hanson, Jim Ho, Daniel Jach, Leon Jeurissen, Robert B. Johnson, Stephen K. Johnson, Kerry Kern, Desiree Kipfer, Michael Kipka, Rober Kirek, Brian Klimek, Emil Knish, Jeff Knowles, Steven Krampert, Thomas Krona, Robert LaBrosse, Don Latulippe, Patrick Laudenbach, Steven Lefler, Scott Lenzmeier, Jeff Luedtke, Todd McNamara, Alexander Mejia, Leo Meyer, Donn Milbrandt, Donald Moore, Curt Nahring, Rick Nelson, Donald Okane, Charles Oliver, Paul Osier, Charles Rohr, Kurt Rosauer, Marti Russel, David Schroeder, Scott Sides, Matt Siebenaler, Gary Skogman, Joseph Sonnek, Daniel Stewart, Nicholas Stoffel, Wayne Sundvall, David Tank, Rodrick Thomas, Marvin Wason, Peter Weber, Joseph Welle, Stephen Wentling, Kathleen Wright, Paul Yackel, Wayne Young and Patrick Zenner.

Chain Drill

Continued from Page 21

it may well be in use to the present time."

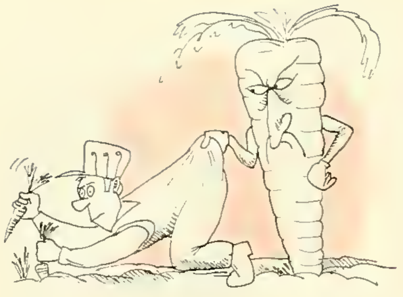
As to the question of whether the chain drill was ever used on wood, Steve Stucka of Denver, Colo., says when he started out around 1929 and 1930 there were no power drills around. All holes were drilled with a brace and wood bit.

"When building a wood truss for a roof, where bolts were used, a shear ring was used, he remembers." Shear rings in sizes 4", 6" and 8" were used. You put pressure on the ring and not on the bolt. Drills had adjusting cutters 4½" long with ¼" cutter ¾" long. This tool with the chain around the timber with the butterfly bit, the down feed keeps even cut down to the depth for the shear ring. The best part of this tool when using the shear ring cutter was that the cutter did not stick in the wood.

"This tool was also used to drill holes in angle iron pipe, all metal. In using metal cutting drill with a square shank, the tool could only drill 2" deep."

This tool went out of use when the electric drill came into use, he adds.

Among the members who helped to identify and describe our antique tool were: Joseph Garofolo, Local 17, Bronx, N.Y.; Estill Schroeder, Local 638, Marion, Ill.; Roy E. Swanson, Brainerd, Minn.; Stephen Johnson, West Jordan, Utah; James Walker, retired 50-year member of Local 1585, Lawton, Okla.; Will Alexander of Mt. Prospect, Ill., and Local 839; Stanley Ruzycki, Union, N.J.; Floyd Dulinsky, Stockton, Utah; Raymond Argenti, Local 15, Hackensack, N.J.; Joseph M. Crawford, New Canaan, Conn., Local 210; L.J. Helzer, West Helena, Ark.; James W. Edwards, Olathe, Kans.; Joe Kunz, Salt Lake City, Utah; Lewis W. Chapman, Local 586, Sacramento, Calif.; Frank E. Schwark, Antioch, Ill., and Robert Hiskey of Colorado Springs, Colo., a retiree of Local 1089, Phoenix, Ariz.



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AVE. NW, WASH., D.C. 20001.
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AND POETRY NOT ACCEPTED.

MISNAMED COURSE

"I can't figure it out," said the small boy trying to get his father to help him with his arithmetic. "If a carpenter was paid three dollars a day, how much did he earn in four days?"

"No wonder you can't figure it out," replied his father. "That's not arithmetic—that's ancient history!"

ATTEND LOCAL MEETINGS

OPERATOR, OPERATOR

The young lady smiled sweetly at the waiting line as she stepped into the phone booth. "Don't fret," she said. "I won't be long. I just want to hang up on him."

—Plasterer and Cement Mason

USE UNION SERVICES

FRIENDLY SMOKE

While it may seem incredible that Americans smoke 1.6 billion cigarettes a day, the figure doesn't include those that people who are quitting borrow from friends.

NOT-SO-CLOSE SHAVES

It's strange how an earthquake four thousand miles away seems less of a catastrophe than the first scratch on your new car.

SHOW YOUR BUMPER STICKER

SLIGHTLY USED

A typical American is someone who buys a car for its clean, sleek lines—and then puts a ski rack in back and 500 pounds of camping equipment on top.

BE AN ACTIVE MEMBER

LAST CHANCE

Why is it that, when an opportunity is lost, it's usually your competitor who finds it?

LOOK FOR THE UNION LABEL

SHARE THE SCARE

A mother bought her young son a $27.50 costume to wear for trick or treating.

"Should I take off the price tag?" asked the boy.

"Leave it on," replied Mom. "We'll scare your father, too."

—Maurice Howes

BUY UNION * SAVE JOBS

CHINESE 1040

The Internal Revenue Service is the nearest thing we have to a Chinese dinner. No matter how much you give them, a year later they're hungry again.

THIS MONTH'S LIMERICK

A lady had a basket of hearts
She pushed them down the street in a cart
She went out to dine,
Underneath a pine
But the lady was shot by a dart.

—Shannon Lockhart
Odessa, Mo.

SEASON'S GRADINGS

Just before Christmas, a college sophomore turned in a blank exam paper, across which he had scrawled: "Only God knows the answer to all these questions. Merry Christmas!"

His professor's reply written across the top of the paper: "God gets an A. You get an F. Happy New Year!"

American Legion

ADOPT A LUMBER COMPANY

ANYBODY LISTENING?

A man, dressed in workman's clothing, walked into a doctor's office and asked to speak to the doctor a moment. The receptionist asked him what he had and he replied, "Shingles." So she took his name, address and told him to have a seat.

Ten minutes later a nurses' aide came out and asked him what he had. He said, "Shingles." So she took down his weight, height and complete medical history, and told him to wait in an examining room.

A half hour later, a nurse came in and asked what he had, and again he said, "Shingles." So she gave him a blood test, took his blood pressure, temperature, electrocardiogram and told him to take off his clothes. She gave him a robe and told him the doctor would be with him in a minute.

An hour later the doctor came in and asked him what he had. Again, he answered, "Shingles."

"Where?" asked the doctor.

"Outside in the truck," he shouted, "and all I wanted was to ask you where you wanted them put."

—Charles H. Thorla
Local 168, Kansas City, Kan.

BUY U.S. AND CANADIAN

3-2-1 CONTACT

You don't know what fear is until you drop your contact lens during a tap-dancing class.

New Feet-Inch Calculator Solves Carpentry Problems In Seconds!

Price Just Reduced For A Limited Time — Now Only $79.95!

Now you can solve all your building problems right in feet, inches and fractions—*with the all new Construction Master™ feet-inch calculator.*

This handheld calculator will save you hours upon hours of time on any project dealing with dimensions. And best of all, it eliminates costly errors caused by inaccurate conversions using charts, tables, mechanical adders or regular calculators.

Adds, Subtracts, Multiplies and Divides in Feet, Inches and *ANY* or No Fraction

You never need to convert to tenths or hundredths because the Construction Master™ works with feet-inch dimensions just like you do.

Plus, it lets you work with any fraction—*1/2's, 1/4's, 1/8's, 1/16's, 1/32's, down to 1/64's*—or no fraction at all.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions (3/8 + 11/32 = 23/32) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

In addition, you can easily compute square and cubic measurements instantly. Simply multiply your dimensions together and the Construction Master™ does the rest.

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It also converts square and cubic.

Plus the Construction Master™ actually displays the format of your answer right on the large LCD readout—*square feet, cubic yards, etc.*

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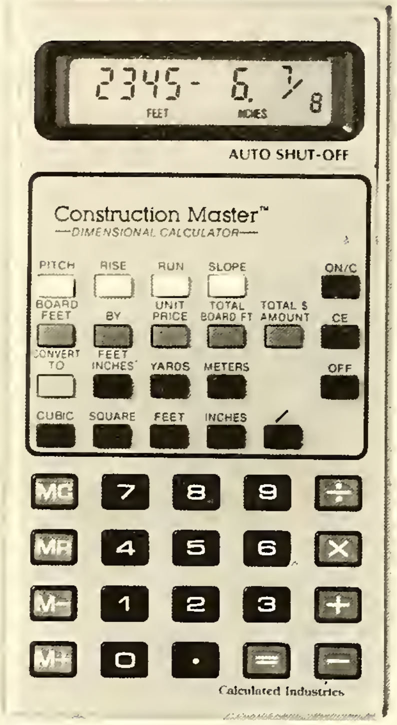
You simply enter the two known sides, and press one button to solve for the third. Ideal for stair stringers, trusses, and squaring-up rooms.

The built-in angle program also includes roof pitch. So you can solve for common rafters as above or, enter just one side plus the pitch. Finding hips, valleys and jack rafters requires just a couple more simple keystrokes.



New calculator solves problems right in feet, inches and fractions. On sale for $79.95.

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"Invaluable for adding up overall dimensions," **Ford Ivey, Charles River Cons., Needham, Mass.**

"Has saved me countless hours of valuable time from first concept through mid-job changes to final on-site inspection." **Robin Logan, Robin Logan, Inc., Salt Pt.,NY**

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CONSUMER CLIPBOARD

How do you score on fat? Count down on cholesterol

Eating habits have something to do with it

How do you score on fat? If your answer is "not very well," you're not alone. Over half of all American adults have blood cholesterol levels which increase their chances for developing coronary heart disease, but few of them understand what cholesterol is or know how to modify their diet to prevent or lower it. We've all heard about cholesterol, but what is it exactly?

Cholesterol is a fat-like substance found in human and animal body cells. Your body naturally produces cholesterol so it can manufacture cell membranes, hormones, vitamin D and bile acids, which are important for the absorption of fat. Your cholesterol level, then, is affected by the amount of cholesterol your body naturally produces and by the amount of saturated fat and cholesterol in your diet.

Cholesterol is carried through the body in protein-coated packages called lipoproteins. High density lipoprotein (HDL) is considered good because it carries cholesterol away from the body, while low density lipoprotein (LDL), which contains the largest amount of cholesterol, deposits it on the walls of arteries. This is why LDL is sometimes referred to as bad cholesterol.

When cholesterol, fat and other substances are deposited on the walls of arteries, they can block or slow the blood's flow. Because blood carries a constant supply of oxygen to the heart, blocked arteries can cause weakened chest muscles, which result in chest pains, heart attack or death. Arteriosclerosis, or the build up of fat on artery walls, is a slow, progressive disease whose first symptom is usually a heart attack or stroke.

A doctor can measure your cholesterol level by taking a sample of blood from your arm or finger. Once you know the results, you should check three things: your total cholesterol, HDL and LDL levels.

Along with your total cholesterol level, your HDL and LDL levels can serve as more accurate predictors of your chance for developing heart disease than your total cholesterol level alone.

According to guidelines released in 1987 by the National Heart, Lung and Blood Institute, total cholesterol levels below 200 mg/dl are desirable, while 200–239 mg/dl are considered borderline high and levels over 240 mg/dl high. Currently, the average cholesterol level for middle-aged men and women in the U.S. is 215 mg/dl.

A high LDL level or a low HDL level puts you at an increased risk also. LDL levels less than 130 mg/dl are desirable, levels between 130–159 mg/dl are borderline high and levels over 160 mg/dl high.

Since HDL carries cholesterol from the body, the lower the HDL level, the greater the risk for heart disease. Any HDL level lower than 35 mg/dl is considered low.

While a person may have borderline high cholesterol, their risk for developing coronary heart disease may increase if they have other risk factors such as hypertension, smoking, diabetes, severe obesity (over 30%

How Do You Score on Fat?

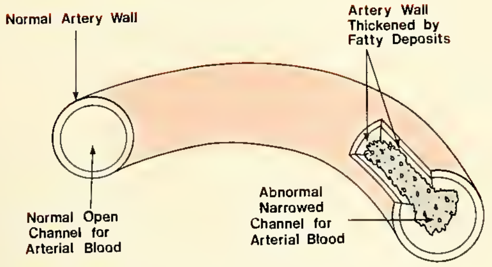
Do the foods you eat provide more fat than is good for you? Answer the questions below, then see how your diet stacks up.

How often do you eat:	Seldom or never	1 or 2 times a week	3 to 5 times a week	Almost daily
1. Fried, deep-fat fried, or breaded foods?	☐	☐	☐	☐
2. Fatty meats such as bacon, sausage, luncheon meats, and heavily marbled steaks and roasts?	☐	☐	☐	☐
3. Whole milk, high-fat cheeses, and ice cream?	☐	☐	☐	☐
4. High-fat desserts such as pies, pastries, and rich cakes?	☐	☐	☐	☐
5. Rich sauces and gravies?	☐	☐	☐	☐
6. Oily salad dressings or mayonnaise?	☐	☐	☐	☐
7. Whipped cream, table cream, sour cream, and cream cheese?	☐	☐	☐	☐
8. Butter or margarine on vegetables, dinner rolls, and toast?	☐	☐	☐	☐

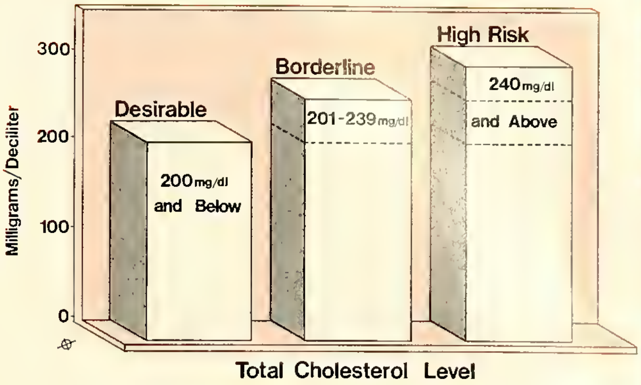
Take a look at your answers. Several responses in the last two columns means you may have a high fat intake. Is it time to cut back on foods high in fat?

Home and Garden Bulletin Number 232-3
April 1986

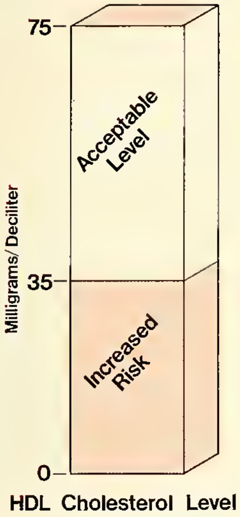
United States Department of Agriculture
Human Nutrition Information Service


Normal Artery Wall
Artery Wall Thickened by Fatty Deposits
Normal Open Channel for Arterial Blood
Abnormal Narrowed Channel for Arterial Blood

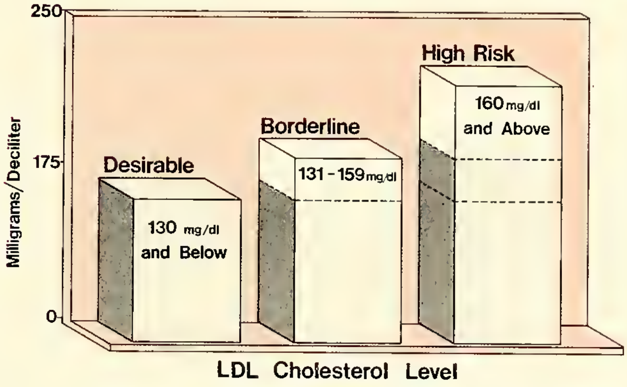
The build up of cholesterol, fat and other substances on the walls of arteries can block or slow the flow of blood carrying oxygen to the heart, resulting in chest pains, a heart attack or death.



Current guidelines consider total cholesterol levels below 200 mg/dl to be desirable, 200–239 mg/dl borderline high and levels over 240 mg/dl high. In addition to knowing your total cholesterol level, it is also helpful to know your HDL and LDL levels, which also serve as predictors for heart disease.



High density lipoproteins or HDL is considered good because it carries cholesterol away from the body. Therefore, the higher your HDL cholesterol level the better. Currently, any HDL level below 35 mg/dl is considered too low.



Low density lipoproteins or LDL cholesterol can build up on the walls of arteries. LDL levels below 130 mg/dl are desirable, 130–159 mg/dl are borderline high while levels over 160 mg/dl are considered high.

overweight), a family history of premature heart disease or are male.

If you have high cholesterol, the most important thing you can do is modify your diet. Cutting down on dietary cholesterol and saturated fats will help.

There are two main types of dietary fat: saturated and unsaturated. Unsaturated fats may be either polyunsaturated or monounsaturated, and when either of these fats are substituted for saturated fat it helps lower your cholesterol. When shopping be careful and read food labels. If the word "hydrogenated" appears on the label, part of the polyunsaturated fat has been converted to saturated fat.

If you cut down on saturated fats, you also reduce calories. Weight reduction will help your cholesterol level, as well as regular exercise that increases your HDL level.

While some people are able to eat foods high in total fat, saturated fat and cholesterol and maintain a desirable cholesterol level, others are not, even on a restricted low-fat, low-cholesterol diet. These people may have an inherited tendency which makes their bodies naturally produce a high level of cholesterol.

Stress also may raise your cholesterol level. However, studies show people under stress eat more foods high in saturated fat, and this change in diet may account for their cholesterol increase rather than the stress itself.

Other factors which influence your cholesterol level are your age and sex. Males are two to three times more likely to develop heart disease than women. Since cholesterol levels usually increase with age, it is important to reduce your level early in life.

Some people claim drinking modest amounts of alcohol will improve your cholesterol profile by increasing your HDL level, however, since there are many adverse side effects from drinking, alcohol is not recommended in the prevention of high cholesterol.

The best and safest way to reduce your cholesterol is to change your diet. Avoiding fat and cholesterol doesn't mean never eating cheese or egg yolks, it means cutting down on the total amount of fat, saturated fat and cholesterol.

It's also important to make diet changes gradually so you'll stick with them. For example, if you drink whole milk, switch to 2% milk, then skim milk.

Planning meals may also become a problem. Some suggested cookbooks are *Don't Eat Your Heart Out* by Joseph C. Piscatella or *Eater's Choice — A Food Lover's Guide to Lower Cholesterol* by Dr. Ron Goor and Nancy Goor.

The National Cholesterol Education Program can also provide you with additional information free of charge. To obtain this information write to: The National Cholesterol Education Program, 4733 Bethesda Ave., Bethesda, Md. 20814.

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Victoria, B.C.—Photo 1

Victoria. B.C.—Photo 3

Victoria, B.C.—Photo 5

VICTORIA, B.C.

At the November 1987 quarterly of meeting of Local 1598, members with long service to the Brotherhood were honored with pins by Heinz Korn, president.

Photo 1: 45-year members John Schibli, Korn and John Mickelson. Not present were Les Babb and Walter Frobel.

Photo 2: Members with 40 years were Art Kilgore, Morris Sobie, Norm Abbott, Korn, Colin Menzies and Curly Wiens.

Not present were Jock Stuart, Bert Seed, Percy Scharf, William Harrison, Lloyd Pearson and Bob Patterson.

Photo 3: 35-year members honored were Joe Beevor, Alex Piercy, Korn, Walter Zozula and Rod Graff.

Not present were Al Bryant, Tom McInally, Al Denton, Bob Nix and Ewald Andersen.

Photo 4: Members honored with 30-year pins were Aage Thomassen, Wil Loudoun, Korn, Phil Lang, Norman Jonasson and Paul Suss.

Not present were Hans Hansen, Bert Amy, Oscar Hansen, Charles Clarke, Emil Kaercher, Vic Zalopski, Martin Hoydal, Bowman Louie and Doug Bell.

Photo 5: 25-year members were Jim Esslemont, Eugene Gouchard, Korn, Slavco (Bob) Meglic and Vince Sullivan.

Not present were Tom Banducci, Gordon Barker, Peter Bentzon, Randy Foss, Gerry Furstenau, Emillio Ghirardello, Bernard Meine, Leighton Palfrey, Phil Plotnikoff, Tom Rannankari, John Smith, Frank Snopek and Peter Sosnowski.

Victoria, B.C.—Photo 2

Victoria, B.C.—Photo 4

MADISON, N.J.

Members of Local 620 were awarded 25-year pins at the annual Christmas party. Those presented pins by George Laufenberg, president, were Ernest Gisler, Gilbert Mendez, Steven Yewasis, Richard T. Small and Marinus Dendulk.

Madison, N.J.

VERNON, B.C.

Local 1346 celebrated its 45 anniversary with an awards night to honor members with long service to the Brotherhood.

Photo 1: 45-year charter members honored were Walter Upper and Bill DeWilde.

Photo 2: 30-year member Joe Grywacheski.

Photo 3: 20-year members honored were Roy Hartwig, Charlie Batula, Marshall Fedorak, Dave Sampert, Ray Jones, Reg Main, Jay LaLonde, Hank Vandenberg, Eric Golke and President Don Main.

Vernon, B.C.—Photo 1

Photo 2

Vernon, B.C.—Photo 3

MOBILE, ALA.

The newly formed Retirees Club 71 recently gathered for a covered dish dinner and 50-year pins were awarded to three of its members. The 50-year members honored were Albert Holley, Grady Savell and Frank Fabre, below.

Mobile, Ala., Retires Club

ROCKFORD, ILL.

Membership pins were presented to long-time members of Local 792 at the Labor Temple following a buffet dinner honoring its members. A social hour preceded the dinner. Pins were presented by William Buckler, president of Northwest Illinois District Council; Doug Banes, secretary-treasurer of the District Council; and Elmer Jones, president, Local 792.

Photo 1: 45-year members include Lief Bakken, Clarence Corey, Wilbur Hoffman, William Karwelis, Ted Lilliskov and Leslie Sharp.

Photo 2: 40-year members honored were, front, John Johnson, Al Clausen, Bryce Larson, Carl W. Larson, Carl W. Nelson, Axel Nielsen, Sofus Sorenson, Ed Swanberg, Charles Stanfel and Marshall Swanson.

Back row, Emery Frang, William Highbarger, Roy Hunt, Cloyd Bennett, Herbet Larson, Harry Liljeberg, Arthur Lindgren, Herbet Lobbins, Steve Lyskawka and James Trussoni.

Photo 3: Members honored with 35 years of service were, front , Gaylord Baxter, H.W. Brumfield, Virgil Anderson, Richard W. Brown, Keith Lester, Russell Marsili, Darwin Woodman, Harold Krause and William Siepp.

Back row, John Augspols, David Bruno, Ed Fahlbeck, Charles Genung, Arthur Froberg, Lloyd Kissick, Carl Haller, Robert Miller, James Leven, Frank Pettersen, Rex Patrick, Sigurd Peterson, Leroy Anderson and Dannie Petritis.

Photo 4: Members with 30 years were, front, Charles Bolen, Joe Abels, Louis Bauling, Marvin Blomgren, Cletus Brandt, Ed Kanneberg, Richard Lamont, Walter Knop, Hershel Morlan, Claude Murray and John Sypnieski.

Back row, Hugh Bourkland, Reuben Brink, Robert Buerkens, William Corey, Richard Cushman, Theodore Jaeger, Al Kuehne, John Monsen, Harold Mueller, James Saulsbury and Adolph Timm.

Photo 5: Henry Vola, 25-year member.

Unable to attend were 50-year members Warren Atkins, Algot Carlson, C. Oscar Carlson, Olav Dyrlid, Dave Fagerstrom, Paul Lundberg and Lyle Wilson. Also not present was Joe Wilhelmsen, 55-year member.

Rockford, Ill.—Photo 1

Rockford, Ill.—Photo 2

Rockford, Ill.—Photo 3

Rockford, Ill.—Photo 4

Rockford, Ill.
Photo 5

Alexandria, Va.

ALEXANDRIA, VA.

Local 1665 held a picnic last summer to honor members with 20 to 45 years of service. Members are shown here, front, Marvin E. Hereford, 25 years; Hubert Rodgers, 45 years; Lewis Croson 40 years; Garland Neese, 40 years; and Howard Daniel, 40 years.

Back row, Jack Hunter, 25 years; Albert Miller, 30 years; Bill Rodgers, 30 years; Glenn Moyer, 30 years; Noah Jordon, 35 years; Orice Tibbs, 20 years; and Preston Breeden, 20 years of Brotherhood membership.

Huntington Park, Calif.—Photo 1

Huntington Park, Calif.—Photo 2

HUNTINGTON PARK, CALIF.

Local 3161 recently honored its members with service pins for their continuous years with the Brotherhood.

Photo 1: 35-year members included, front, Toshio Nishio, James Goodman, Miguel Duenas, Consuelo Altamirano, Manual Hernandez and Ruben Navarreti.

Back row, Fred Knopp, business representative and recording secretary; Robert Caro, business representative and warden; Douglas McCarron, secretary-treasurer, District Council of Carpenters; Gonzalo Barba, financial secretary and business representative; and Carlos Barron, president.

Members not able to attend were Richard Beas, Miguel Calleros, Maria Cantlin, Kiyoshi Fukumitso, Anthony Garibaldi, Julian Gonzalez, David Lee Ladd, Jose Morales and Arthur Sais.

Photo 2: 25-year members honored were, front Armando Vergara, District Council of Carpenters; Barba, Morgan Adkins, David Conway, William Hopper Jr. and Armando Torres.

Back row, Caro, Barron and Knopp.

Those unable to attend were Freddie Aguilar, Aurelio Castro, Ulises Flech DeJesus, Eliseo G. Elias and Guillermo Gonzalez.

Gilbert Segovia was unable to attend but was honored for 50 years of service.

HAGERSTOWN, MD.

The following members of Local 340 recently were awarded service pins.

Photo 1: Basil L. Johnson, 35 years; Clifford M. Izer, 40 years; and Robert W. Shantz, 35 years.

Photo 2: 20-year members honored were, front, Charles E. Pannuty and Thomas A. Gossard.

Back row, Richard C. Topper, Otho V. Baker and Russell E. Easterday.

Hagerstown, Md.—Photo 1

Hagerstown, Md.—Photo 2

DES PLAINES, ILL.

Local 839 held its annual pin presentation at the Seville Banquet Hall last December. Many of its members were in attendance and everyone enjoyed the evening of fellowship and renewing old acquaintances.

Photo 1: 50-year members included Frank Hartgen, Joseph Homola and Henry Rieck.

Photo 2: Bainus Poole and Frank Teschner, 45-year members.

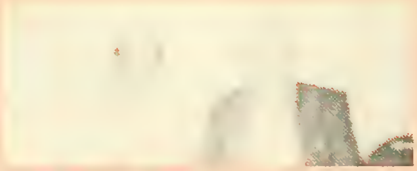
Photo 3: Bernard Brania, Richard Burtz, Lester Carlson, Benjamin Daum Jr., Charles Otis and Robert Wulff, 40-year members.

Photo 4: 35-year members included Marino Bellandi, Leland Joseph Leikam, William Mattefs, Melvin Neumann, Jose Medrano and Masarum Shiozaki.

Photo 5: Phil Rominski and Buford Lowe, 30-year members.

Photo 6: 25-year members Darwin Busse, Michael Plesha and T. Richard Day.

Des Plaines, Ill.—Photo 1

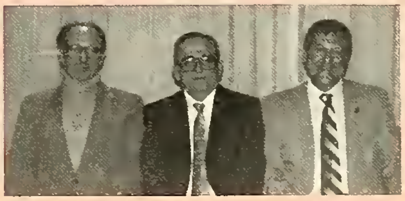


Des Plaines, Ill.—Photo 2

Des Plaines, Ill.—Photo 3

Des Plaines, Ill.—Photo 4

Des Plaines, Ill.—Photo 5



Des Plaines, Ill.—Photo 6

PORTLAND, ORE.

Members of Local 1120 were awarded pins in January for their service to the Brotherhood.

Photo 1: Clifford Nelson, R.D. Cornelius and D.M. Cornelius, 50-year members.

Photo 2: 50-year members Paul Scherdin and Charles Ball.

Photo 3: 45-year pins were presented to Vince Kreger, Hugh Gotchall and Fred Tartarini.

Photo 4: Members honored with 40 years were Arthur Green, Marvin Hall, Joe Schneider, William Schlechter, Clarence Foster, Robert Strahl, Lawrence Scott, Albert Condon, Dean Hatfield and Walt Lykovitch.

Photo 5: 35-year members were Roy Jensen, Fred Wenzel, Howard Rowland, Peter Busch and Sam Hardison.

Photo 6: Members with 30 years of service were Hugo Lueck, Freida Kennedy, Carl Richardson and Al Umbras.

Photo 7: 25-year members honored were Omar Vernon, James Lindstedt, Del Van Kirk and O.G. Vorseth.

Photo 8: Myron Seyer, 35 years; and Ramon Nelson, 25 years.

Portland, ore.—Photo 1

Portland, Ore.—Photo 2

Portland, Ore.—Photo 3

Portland, Ore.—Photo 4

Portland, Ore.—Photo 5

Portland, Ore.—Photo 6

Portland, Ore.—Photo 7

Portland, Ore.—Photo 8

NANAIMO, B.C.

At a December meeting of Local 527, members were presented pins by President Pat Mattei.

Photo 1: Local President R. Whitmer and Representative Pat Mattei with 45-year member Art Clarck, and Financial Secretary Jack McLellan.

Photo 2: 35-year members included J.R. Adison (for his father, Joseph Adison), Lorne Rosanno and John Sailes.

Photo 3: J.R. Adison, Nick Haugeand, Jack McLellan, Karl Sarab and Johannes Schalekamp.

Photo 4: Members with 25 years were John Melideo, Norm Nummela, John Tonella and James Clark.

Nanaimo, B.C.—Photo 1

Nanaimo, B.C.—Photo 2

Nanaimo, B.C.—Photo 3

Nanaimo, B.C.—Photo 4

ABERDEEN, MD.

Pins were presented to members of Local 1354 with long service to the Brotherhood by President Jim Rutherford. Those honored included, front, Thomas Sibila Jr., 40 years; Van Caudill, 20 years; and Hunter Gilley Sr., 21 years.

Back row, Robert Arnold, Edward Connor and John Long, 21 years; and James Burris, trustee, 25 years.

Aberdeen, Md.

PALO ALTO, CALIF.

Members of Local 668 enjoyed a membership award dinner in November as they honored members with long service to the Brotherhood.

Photo 1: Rudolph W. Johanson, 53 years of service.

Photo 2: Philip Stavn, president; Eric Taylor, Santa Clara Valley District Council; and Klaus Luck, business manager were on hand to award members. Shown here for 50-year awards were, front, Carl Hanson, Arvid Anderson, John G. Nelson and LaVon E. Wilson.

Back row, Luck, Taylor and Stavn.

Photo 3: 45-year members were, front, George Oltrogge, William McCandliss, John A. Lahde, Jesse J. Espinoza, Clifford J. Buckingham and James E. Dodson.

Back row, Luck, Tayor and Stavn.

Photo 4: 40-year members honored were, front, John M. Gale, Joseph T. Fuchs, George F. Hand, Ancie J. Griffin, Raymond Holdeman, Howard Lang, William Jones and Kermath Lesslie.

Back row, Clarence E. Lampe, Manabu Akutagawa, Carl L. Bishop, E. P. Bradshaw, Roy E. Christian, John W. Defenbaugh and Patrick Fitzpatrick.

Photo 5: Other members honored with 40 years were, front, J.C. Wayne, Jergen Skogen, Paul E. Moeller, Henry Lissenberg, Henry Ludgus, Albert Norris and Fred Rowe.

Back row, Carl H. Brown, Alfonso Vasquez, Elmer Nachtigall, Gerald Winland, Harvey Wolfe, Albert Vranes, Richard Moltzen and Stavn.

Photo 6: 35-year members honored were, front, Jessie R. Lair, Jack Howard, Conductor Norris Howard, Olav Horve, Robert L. Henke and John Bright.

Back row, Raymond Swilley, Sonia Threadgill (receiving for Clarence Watson), Billy D. Williams, James Kelly, Anthony Dato and Stavn.

Photo 7: Members honored for 30 years of continual service were, front, Rudolfo Llama, Donald Villariza, Alfred Hill, Ernest Bennett, Richard L. Ford Sr. and Robert Grant.

Back row, Kenneth Barnum, Hans Fogl, Stavn and Taylor.

Photo 8: 25-year members honored included, front, William S. Brown, George R. Damskey, Robert J. Kersenbrock Jr., Trustee James E. McShan, Bobby Joe Morris and Melvin D. Goodpastor.

Back row, Bill D. Fisher, recording secretary; Luck; Art Musson; James Nakatsu; Stavn and Taylor.

Palo Alto, Calif.—Photo 2

Palo Alto, Calif.—Photo 3

Palo Alto, Calif.—Photo 7

Palo Alto, Calif.—Photo 4

Palo Alto, Calif.—Photo 8

Palo Alto, Calif.—Photo 5

Palo Alto, Calif.—Photo 6

TRENTON, N.J.

At a recent celebration, members of Local 31 were honored with past presidents' pins and certificates of appreciation.

Photo 1: James Savadge, Richard Moore and Harrison B. Slack were honored as past presidents.

Photo 2: John Shull Sr., Morris Hodson, Francis Bentz and Arthur Hamer Sr. were honored with certificates of appreciation for their 50 plus years of service to the Brotherhood.

Trenton, N.J.—Photo 1

Trenton, N.J.—Photo 2

IN MEMORIAM

The following list of 733 deceased members and spouses represents a total of $1,319,917.00 death claims paid in May 1988; (s) following name in listing indicates spouse of member.

Local Union, City

1 **Chicago, IL**—John Edward Leibrock.
2 **Cincinnati, OH**—Donald F. Bresser, Herman G. Woessner.
4 **Davenport, IA**—Marcella Poell (s).
5 **St. Louis, MO**—Algerd Subert.
8 **Philadelphia, PA**—John F. Eckstrom.
9 **Buffalo, NY**—Pasquale P. Dorazio.
12 **Syracuse, NY**—Oscar C. Barker Sr., Willis R. Edwards.
13 **Chicago, IL**—Harvey Anderson, James Paul, James Widseth, Richard F. Eisele, William W. Brown.
14 **San Antonio, TX**—Otis David Draper, Robert L. Willmann Sr.
15 **Hackensack, NJ**—Clara Walters (s), Doris M. Varady (s), Silvio Filippelli.
17 **Bronx, NY**—Gustave H. Pape, Holger T. Osterlund, Marie Brandonistio (s), Nicholas Peters, Olav Knutsen.
18 **Hamilton, Ont., CAN**—James Smallwood.
20 **New York, NY**—John Edwin Carlson.
21 **Cleveland, OH**—Henry C. Hill, James L. Hodan, Mildred Drsek (s), William Stenger.
22 **San Francisco, CA**—Mary Meneze Lemar (s), Melvin Bennett, Paul V. Belchar, Thomas V. Farrelly.
27 **Toronto, Ont., CAN**—Alfreda Stockley (s), Norman Parker MacDonald, Paul Albisser.
31 **Trenton, NJ**—Mary D. Devido (s).
33 **Boston, MA**—Nathan Babcock.
34 **Oakland, CA**—Olav Martin Floe, William Rose.
35 **San Rafael, CA**—Daphma McClain (s).
36 **Oakland, CA**—Mattie Geneva Nixon (s), Ralph C. Burleigh, Reidun Solberg (s), Valente Capra, Willy Andreassen.
38 **St. Catherines, Ont., CAN**—George Motz.
40 **Boston, MA**—Evaristo A. Soares.
42 **San Francisco, CA**—Newton H. Wilson, William Milton Moore.
43 **Hartford, CT**—Michael Walsh.
44 **Champaign & Urbana, IL**—Ralph Eugene Stirewalt.
47 **St. Louis, MO**—Albert C. Schlueter, Gustave William Gross, Laverne A. McHugh (s).
48 **Fitchburg, MA**—Henrick Lindquist.
49 **Lowell, MA**—Raymond J. Dupont.
50 **Knoxville, TN**—Ann Plumbee Carey (s), Clarence Michael Dewine.
54 **Chicago, IL**—Erling Lindstad, Ernest Dentler, Frank Zahrobsky.
55 **Denver, CO**—Delbert Carl Irvin, Eula Bernice Bufwack (s), Eva Julene Joiner (s), Ignatius Ruder.
60 **Indianapolis, IN**—Milton E. Crane.
61 **Kansas City, MO**—Arno D. Pyatt, Clarence L. Fitzwater, John H. Westcott, John Ramsey, Paul Cravens, Wayne Cochran.
63 **Bloomington, IL**—Hazel Elma Dunlap (s).
64 **Louisville, KY**—Ennis Paul Adkins, Louis Edward Mattingly.
65 **Perth Amboy, NJ**—Niel D. Minucci.
66 **Olean, NY**—Arnold Hilliker, Edward Bores.
67 **Boston, MA**—Charles A. MacMaster, John J. Reid.
69 **Canton, OH**—William Ray Mang.
73 **St. Louis, MO**—Herbert Paul Cline.
74 **Chattanooga, TN**—Bobby Joe Brackett, Early Arvel Stallings, George Harrod, Howard Robert Payne.
76 **Hazelton, PA**—Charles Conner.
77 **Port Chester, NY**—Leslie E. Hoffman, William H. Haggerty.
80 **Chicago, IL**—Leroy G. Nielsen, Oscar Piacenza, Sylvia Anne Stensaker (s), Walter F. Pozdol.
81 **Erie, PA**—Peter Joseph Manucci, Ross R. Santia.
89 **Mobile, AL**—Daniel H. Barlow, Osborne B. Guinn, Vernon J. Singleton.
90 **Evansville, IN**—Neva B. Ellis (s).
94 **Providence, RI**—Alfred Joseph Labonte, Hazel Stpeter (s), John C. Cook, Stephen J. Bernat.
95 **Cleveland & Lake Co., OH**—George G. Solnick, Ray William Hemeyer.
98 **Spokane, WA**—Harold E. Read Sr.
100 **Muskegon, MI**—Wesley Drewes, Zwanetta Smeenge (s).
101 **Baltimore, MD**—Betty A. Borsos (s), Betty Jean Brooks (s), Edgar E. McMahan, Frank Trovato, John G. Hammel, John M. Williams, Lester A. Gesell, Richard A. Gardel.
102 **Oakland, CA**—Andrew G. Gallego, George Lloyd Hill, Michael J.R. Brantly.
104 **Dayton, OH**—Elmer J. Wood, Gwen K. Thies, Herman Stacy.
106 **Des Moines, IA**—William D. Barton.
109 **Sheffield, AL**—Marion A. Holden.
110 **St. Joseph, MO**—Marion H. Leach, Thomas M. Berry.
111 **Lawrence, MA**—Westly J. Bailey.
114 **East Detroit, MI**—Edgar F. Smith, Ned R. Simons, Richard Napoletano, Sylvester Kamyszek.
118 **Detroit, MI**—Carl Ahlsten, Chester A. Waskiewicz, Edna Elsie Faulkner (s), James J. Gumbus, John Eggleston, Lawrence J. Cooper, Ris Woody, Rufus Norval Irvine.
120 **Utica, NY**—Jennie H. Deep (s).
123 **Broward County, FL**—William O. Every.
125 **Miami, FL**—Bertha Thompson (s), John H. Edwards, Paulino Pertierra, Virginia Louise Holroyd (s), Walter K. Nelson.
126 **Cincinnati, OH**—Charles G. Schroeder, Charles P. Weil, Lambert A. Waltner.
127 **Birmingham, AL**—Ambus Buren Jones, Robert Earl Vanderhoef.

Local Union, City

128 **St. Albans, WV**—Walter C. Lilly.
130 **Palm Beach, FL**—David A. Clary.
131 **Seattle, WA**—Axel Hendrickson, Casper S. Fischer, Ernest C. Homestead, Glen Hower, Harvey D. Berg, Oren L. Hathaway, Paul L. Hughes, Thomas B. Williams, William J. Wolford.
132 **Washington, DC**—Eddie B. Smith, Hattie Bell Loeffler (s), James R. Smoot, Mark E. Garrett.
133 **Terre Haute, IN**—Cleo F. Harden, John W. Armstrong, Wilbur M. Mason.
134 **Montreal, Que., CAN**—Bernard LaJeunesse, Maurice Barbeau.
135 **New York, NY**—Joshua Leslie, William I. Sokoler.
140 **Tampa, FL**—Earl W. Barwick, Louwella M. Gray.
142 **Pittsburgh, PA**—Alexander Davis, Walter L. Ceresa.
161 **Kenosha, WI**—Gilbert E. Fechner.
163 **Peekskill, NY**—Daniel Hegarty.
166 **Rock Island, IL**—Elmer Wilming, William L. Hudson.
169 **East St. Louis, IL**—Charles Bourland, Edward H. Schmitt.
171 **Youngstown, OH**—Charles R. McCoy, John Albert Snyder, John J. Wasylychyn, William Sinclair.
174 **Joliet, IL**—Dailey A. Allbert, Peter Perona Jr.
180 **Vallejo, CA**—Roland L. Mallory.
181 **Chicago, IL**—Jessie F. Thompson (s), Josef Kern, Robert O. Evensen.
183 **Peoria, IL**—Donald E. Lee.
184 **Salt Lake City, UT**—Edmond Ray, Lee A. Seely.
186 **Steubenville, OH**—Earl D. Fletcher.
189 **Quincy, IL**—Richard A. Kemner.
190 **Klamath Falls, OR**—William F. Ludwig.
191 **York, PA**—John H. Booth.
195 **Peru, IL**—Delores Gerlach (s), Floribert Eschbach.
199 **Chicago, IL**—Carl J. Lundquist.
200 **Columbus, OH**—Doren K. Pepper.
201 **Wichita, KS**—James R. Dutcher Sr.
203 **Poughkeepsie, NY**—Mark E. Boudreau.
209 **San Fernando, CA**—Virginia Wills (s).
210 **Stamford, CT**—Andrew Stefanek Jr., John C. Castronovo, Joseph Machowski, Thomas Rodriguez.
211 **Pittsburgh, PA**—Albert A. Pschirer.
212 **Cleveland, OH**—Michael Triggiano, Olexsa Karnauch, Raymond H. Strom.
218 **Boston, MA**—Gilda A. Massa (s).
225 **Atlanta, GA**—Robert S. Bradley.
230 **Pittsburgh, PA**—Louis Harbert, Sarah P. Bevard (s).
244 **Grand Jct., CO**—Frank Merle Winters.
247 **Portland, OR**—Arne Johansen, Edward J. Clark, Martin W. Nelson.
250 **Waukegan, IL**—Melvin W. Radloff, Mike H. Michell.
255 **Bloomingburg, NY**—Frank Niessen, Joyce E. Bender (s).
257 **New York, NY**—Harro Wiebalck, Paul T. Paulson, Peter Paul Brown.
260 **Berkshire County, MA**—Leo H. Armstrong.
264 **Milwaukee, WI**—Edward Kiedrowski, Ervin Krueger, Herbert Staats, Mike Michelson.
281 **Binghamton, NY**—Robert M. King.
287 **Harrisburg, PA**—John J. Albert, Leslie L. Rice, Minerva Oldish (s).
296 **Brooklyn, NY**—Sulo Ranta.
297 **Kalamazoo, MI**—Chester M. Ford, John T. Westcott.
302 **Huntington, WV**—Theodore Wetherholt.
305 **Lorain, OH**—Floyd M. Schwitzke.
308 **Cedar Rapids, IA**—Roy H. Lester.
309 **San Gabriel, CA**—Clyde Tackett, Rose Alice Jarosz (s), Verl L. Dowell.
310 **Wausau, WI**—Carl R. Nelson.
314 **Madison, WI**—Catherine Jessick (s), Melvin R. Waller.
316 **San Jose, CA**—Benjamin Edwin Herring, David A. Cole, Delwin A. Rolph, Lawrence Bybee, Minnie Mackie (s), Raymond M. Gordon, Sylvia Santilli (s), Walter E. Stopp.
329 **Oklahoma City, OK**—Luverne A. Geister.
335 **Grand Rapids, MI**—Mildred Louise Hoorn (s).
338 **Seattle, WA**—Emma Martin, Hilding Eckloff.
343 **Winnipeg, Mani., CAN**—Rudolph H. Zeemel.
344 **Waukesha, WI**—Edward G. Nickels.
348 **New York, NY**—Alex Kutsmeda, James Richardson Jr.
357 **Draffenville, KY**—Charlene Thompson.
359 **Philadelphia, PA**—Carlton Dix.
361 **Duluth, MN**—Charles S. Sweeney, Ragner W. Erickson.
369 **North Tonawanda, NY**—Edwin C. Smeeding Jr.
370 **Albany, NY**—Alida M. Walsh (s), Charles W. Face Sr.
374 **Buffalo, NY**—Allen Thorsen, Carmelo Labianca, Jesse M. Vondell.
377 **Alton, IL**—John H.Elder, Matthew Gormley.
399 **Phillipsburg, NJ**—Hanford S. Williams.
400 **Omaha, NE**—Eunice Owston (s), Florence Irene Roberts (s), Rosco Richard Heydenreich, William C. McKeever.
417 **St. Louis, MO**—Harriett Riechers (s).
422 **New Brighton, PA**—Calvin W. Strickler Sr.
429 **Arlington, TX**—Charles B. White, Elsie Mae Orear (s), James F. Johnson, Lloyd Schoeff, Scott L. Kirk.
433 **Belleville, IL**—Attie Giesler, Robert H. Raish.
454 **Philadelphia, PA**—Joseph C. Schneider, Louisa W. Somers (s), Palmena K. Cerroni (s).
465 **Chester County, PA**—Nicoletta Fattori (s).

Local Union, City

470 **Tacoma, WA**—Aileen M. Plotts (s), Garfield Geringer, Mike Hansler, Roy M. Anderson.
472 **Ashland, KY**—Henry Starr.
475 **Ashland, MA**—Antonio L. Charbonneau, Herbert Giddings, Willis P. Beals.
480 **Freeburg, IL**—Harry W. Meyer.
483 **San Francisco, CA**—Jeff S. Campbell.
502 **Port Arthur, TX**—Arthur A. Barnum, Axel B. Carlson, Paul B. Landry Sr.
505 **San Diego, CA**—Armon L. Henderson, John C. McLachlan.
512 **Ann Arbor, MI**—Harold G. Haas.
514 **Wilkes Barre, PA**—Francis J. Rindgen.
518 **Sisterville, WV**—William Chester Cross.
526 **Galveston, TX**—William David Chambers.
527 **Nanaimo, B.C. CAN**—Linda Dawn Ohman (s).
532 **Elmira, NY**—Mary Velvia Smith.
535 **Norwood, MA**—Irene M. Amici (s).
538 **Concord, NH**—Eleanor Udart (s).
551 **Houston, TX**—Ernest Wolle, Mollie Spacek (s). Morris C. Johnson.
556 **Meadville, PA**—Donald I. Burchfield.
562 **Everett, WA**—Delbert F. Dishaw, John E. McNiven.
569 **Pascagoula, MS**—Clyde Pope, Johnny R. Glenn, Junior C. Dier.
579 **St. John, N.F., CAN**—Richard Walsh.
586 **Sacramento, CA**—Kenneth L. Voet, Samuel Woehl.
596 **St. Paul, MN**—Anthony E. Demars, Doris Ida Louise Dahl (s).
600 **Lehigh Valley, PA**—Earl Williams.
605 **Vista, CA**—Robert E. Lee, William Gaylord Gookin.
608 **New York, NY**—Joseph E. Donohue, Thomas Barry.
615 **Peru, IN**—Melvin L. Buzbee, Raymond A. Weiand.
620 **Madison, NJ**—Mary Magee (s).
621 **Bangor, ME**—Argie G. Edgecomb (s), James M. Richardson.
622 **Waco, TX**—Charles Burney McKerall.
623 **Atlantic County, NJ**—John M. Mackinnon.
626 **Wilmington, DE**—Catherine N. Culver (s), Eric Widen. Joseph Pedicone Sr., Robert F. Beckham, Thomas Y. Thomas Sr.
627 **Jacksonville, FL**—James Douglas Foster, Mary B. Repper (s).
630 **South Bay, CA**—Albert Marvin Robertson, Allen G.Bissell, Carson Struve, Chester F. Tegethoff, Chester G. Scott, Edith M. Kubas (s), Erwin R. Davis, Fernand G. Patin Sr., Frank S. Cunard, Myrtle W. Uphouse (s), Richard Erickson.
635 **Boise, ID**—Ralph R. Peters.
636 **Mt. Vernon, IL**—Chloe Alma Hedges (s), Leslie O. Eubanks.
639 **Akron, OH**—Chalmer V. Brabham.
641 **Fort Dodge, IA**—Elsa Mae Feltus (s), Gerald L. Bennett.
644 **Pekin, IL**—Raymond W. Smith, Thelma L. Tibbs (s).
654 **Chattanooga, TN**—Donald H. Holden.
668 **Palo Alto, CA**—Dona Lee Myrick (s), Doyle S. Bradford.
678 **Dubuque, IA**—Joseph J. Mausser, Louis Bernhard.
701 **Fresno, CA**—Mack Brown McDaniel.
710 **Long Beach, CA**—Winfield S. Scarry.
711 **Salem, OR**—Roallan Michael Donovan.
720 **Baton Rouge, LA**—Elmo E. Cunningham.
721 **Los Angeles, CA**—Dorothy Murray (s). Johnny M Fortelny, Ralph Furukawa.
725 **Litchfield, IL**—Arthur L. Holden.
731 **Manitowoc, WI**—Edmund W. Krohn.
740 **New York, NY**—Harry Oxford.
742 **Decatur, IL**—Reinhard A. Korte.
743 **Bakersfield, CA**—Archie Edward Jones, Edward J. Ruzicka, Glen Howard McFarland, Glen Martin Davis.
745 **Honolulu, HI**—Iwao Imagawa, Kiyoyasu Fujitani,, Nick A. Arreola, Robert A.K. Lee.
751 **Santa Rosa, CA**—Harry R. Granucci, Paul Larson.
767 **Ottumwa, IA**—Joe Padavich.
770 **Yakima, WA**—Calvin J. Cox. Hazel L. Ocobock (s).
777 **Harrisonville, MO**—Joseph Roy.
780 **Astoria, OR**—Margaret Bell Bidema (s).
783 **Sioux Falls, SD**—Alice Wogstad (s).
790 **Dixon, IL**—Arthur Burke, Benjamin B. Odell Jr., Edward Donald Frappier, Elmer J. Brinker.
792 **Rockford, IL**—Cloyd J. Bennett.
801 **Woonsocket, RI**—Raymond Bourgery.
805 **San Diego, CA**—Carl Oscar Lind, Evelyn Marguerite Gillespie (s), Frank G. Atkisson, John G. Woods, Martin Salmonsen.
815 **Beverly, MA**—Albert A. Thibodeau.
829 **Santa Cruz, CA**—Burton L. Ducote, Michael A. Pizano.
836 **Janesville, WI**—Otto E. Klug.
839 **Des Plaines, IL**—Petrus Falkman.
851 **Anoka, MN**—Adrew Stenseth, Archie Pagenkopf. Gettes L. Huddle, John O. Tangness, Kenneth L. Payne Sr., Louis G. Dudo, Melvin Rholl. Olga M. Saugstad (s), Richard C. Johnson.
857 **Tucson, AZ**—Marie Pendergrass (s).
891 **Hot Springs, AR**—Clois A. Powell.
902 **Brooklyn, NY**—Arnold T. Gundersen.
903 **Valdosta, GA**—Virgil Dewitt Wesley.
906 **Glendale, AZ**—Colleen M. Sarkell (s).
929 **Los Angeles, CA**—Cornelius H. Friesen, Veasther O. Corbin (s).
943 **Tulsa, OK**—Orville Adam Rinnert.

Locol Union, City

944 **San Bernardino, CA**—Lester E. Lauritzen, Ruth F. Perce (s).
947 **Ridgway, PA**—Carl A. Engeman, Clair Elvin Lippart.
953 **Lake Charles, LA**—Joseph Nope, Roland Dan Sadler.
955 **Appleton, WI**—Eugene J. Welhouse.
964 **Rockland Co., NY**—Emilie Mausser (s), Gerald F. Mallon.
971 **Reno, NV**—Albert J. Senne, George Albert Meier, Harold Grady Hancock, Jesse L. Jackson.
973 **Texas City, TX**—Idola Surratt Thompson (s), Virgil J. Gallaway Sr.
978 **Springfield, MO**—Herbert L. Hughes, James L. McKee, W. E. Henley.
1000 **Tampa, FL**—Lorraine H. Spikula (s).
1005 **Merrillville, IN**—Russell S. Vanblaircom.
1010 **Uniontown, PA**—Edward McGaughey.
1026 **Miami, FL**—Evelyn Norma Hart (s), Lowell E. Walker.
1027 **Chicago, IL**—Otto C. Brietze, Gladys L. Loiacono (s).
1031 **Louisville, KY**—Emmett Snellen.
1042 **Plattsburgh, NY**—Lorrin V. Riley.
1043 **Gary, IN**—Carl E. West, William R. Fleming.
1046 **Palm Springs, CA**—Carl E. Lee, Petra Avila De Valencia (s), Rhora J. Paul (s).
1050 **Philadelphia, PA**—Bond Martino, Philomena Fox (s), Wilbert McAllister.
1053 **Milwaukee, WI**—Charles Parez, Chester McCullen Edwards, Walter C. Hafner.
1062 **Santa Barbara, CA**—George W. Owens, Philip Jazo, Robert C. Gross, Vernon Shelton.
1065 **Salem, OR**—Paul Hershal Higley.
1067 **Port Huron, MI**—David M. Shanks.
1079 **Steubenville, OH**—Wayne C. Wilson.
1089 **Phoenix, AZ**—Carl A. Anderson.
1094 **Albany Corvallis, OR**—Dorothy Elaine Gahring (s).
1102 **Detroit, MI**—Charles Hambley, Cordie Lee Drennan, John Yankoviz, Louis Russell Hawley, Thomas M. Nichols.
1104 **Tyler, TX**—Horace Clifton Menge.
1109 **Visalia, CA**—Clifford Olson.
1113 **San Bernardino, CA**—Kermit T. Hill.
1120 **Portland, OR**—Adam Stricker.
1121 **Boston Vicnty, MA**—John T. Dunn Sr.
1134 **Mt. Kisco, NY**—Agda Nilsson (s).
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1151 **Thunder Bay, Ont, CAN**—Marco Caputi.
1163 **Rochester, NY**—Ambrose G. Klein.
1205 **Indio, CA**—Charles Fleuret, Delmira P. Nungaray (s), Frank W. Aston.
1216 **Mesa, AZ**—Noble L. Urdahl.
1227 **Ironwood, MI**—Ely Hyvonen, William Charles Goodman.
1235 **Modesto, CA**—Edward C. Seefeldt, Richard Andersen.
1240 **Oroville, CA**—Eugene L. Holmes.
1251 **New Westminster, B.C., CAN**—Margaret Anne Helms (s).
1256 **Sarnia Ont., CAN**—Leo J. Bissonnette, Roger L. Beaumier.
1266 **Austin, TX**—Emil Phillip Burke, David Lester McKee.
1273 **Eugene, OR**—Gladys L. Swenson (s).
1274 **Decatur, AL**—Phil E. Morris.
1278 **Gainesville, FL**—Truman J. Palmer.
1280 **Mountain View, CA**—Ferrin E. Burgess.
1281 **Anchorage, AK**—Clarence Halverson.
1301 **Monroe, MI**—Ingram Huffman.
1302 **New London, CT**—Raymond Howard, Shirley M. Beliveau (s).
1305 **Fall River, MA**—Godfrey Bessette, Manuel Pacheco.
1307 **Evanston, IL**—Cletis C. Zeek, John Nilles Sr., Margaret Neubaum (s), Paul Goeggerle, Robert A. Gurske.
1319 **Albuquerque, NM**—Fred Dubuque, Ida R. Esparza (s).
1323 **Monterey, CA**—Harold G. Myhr, Mabel F. Nilles (s).
1342 **Irvington, NJ**—Einar Peterson, Oscar Pederson, Vita Scavuzzo (s), William Roehrich.
1353 **Sante Fe, NM**—Ignacio Montoya, Jose R. Gallegos.
1359 **Toledo, OH**—Herman Huff, James J. Annarino, Wade L. Carr.
1373 **Flint, MI**—Martha Helen Wisenbaugh (s).
1397 **N. Hempstad, NY**—John J. Podgorski, Laura C. Marchetta (s).
1408 **Redwood City, CA**—John H. Wearle, Roy W. Parks.
1418 **Lodi, CA**—Alvin A. Goldsworth, Naomi B. Walters (s).
1423 **Corpus Christie, TX**—Cecil C. Martin, Dina C. Vallejo (s).
1445 **Topeka, KS**—Gerald W. Shoemaker.
1452 **Detroit, MI**—Clifford W. Brown.
1453 **Huntington Beach, CA**—Beverly G. Dellea (s), Harold F. Knipp, John E. Dellea, Margaret Coburn (s), Robert Michael Moran.
1456 **New York, NY**—Gunnar Farevaag, Gustav A. Sanne, John Agostini, Timothy Powers.
1463 **Omaha, NE**—Alphonse Schieffer.
1469 **Charlotte, NC**—John B. Craft.
1471 **Jackson, MS**—Robert Loyd Cooksey, William George Barnhill, Willie B. Scott.
1485 **La Porte, IN**—Glen W. Hutson.
1486 **Auburn, CA**—Jerry M. Wells.
1506 **Los Angeles, CA**—Joseph P. Woods, Murray William Brydson, Wayne A. Blume, William Kenneth Dowell.

Local Union, City

1521 **Algoma, WI**—Gary Paul Mleziva, Robin George Hood.
1522 **Martel, CA**—Rawlin L. McDaniel.
1553 **Culver City, CA**—Inez Laverne Simms.
1564 **Casper, WY**—Eugene Cowan, Phillip A. Winburn Sr.
1588 **Sydney, N.S., CAN**—Bernard C. Rudderham.
1590 **Washington, DC**—Dorsey W. Brady Jr., Frank H. Kelley, John D. Trossbach, Maxie Brown.
1595 **Montgomery County, PA**—Albert Fry Jr., Eugene E. McCarty, Sr.
1598 **Victoria B.C., CAN**—Joseph Maurer.
1599 **Redding, CA**—Waskey Elwood Walls Sr.
1607 **Los Angeles, CA**—Marion R. Baker.
1615 **Grand Rapids, MI**—Joseph V. Levans.
1622 **Hayward, CA**—Lyman Maurice Smith.
1632 **S. Luis Obispo, CA**—Craig A. Prescott.
1644 **Minneapolis, MI**—Einard I. Kari, Grant O'Hair.
1688 **Manchester, NH**—Lina T. Archambault (s).
1689 **Tacoma, WA**—Ervin C. Larson, Myrtle B. Gibbs, Trintie Hillman (s).
1691 **Coeur D'Alene, ID**—Harold Fields.
1699 **Pasco, WA**—Georgina Elsie Skogan (s).
1715 **Vancouver, WA**—Arthur A. Albers.
1738 **Hartford City, IN**—Russell R. Bedwell.
1746 **Portland, OR**—Patrick J. McCoy.
1749 **Anniston, AL**—Margaret Vallila Williams (s).
1752 **Pomona, CA**—Ernest H. Grimard, Robert O. Edwards.
1764 **Marion, VA**—Ina Leona Dishner (s), Roscoe Edwards.
1765 **Orlando, Fl**—Donald G. Carpenter.
1775 **Columbus, IN**—Hayden L. Chandler.
1778 **Columbia, SC**—Alice E. Franklin (s), James J. Taylor.
1780 **Las Vegas, NV**—Charles R. Utt, Fred Nobel Terry, George Gartin Jr.
1797 **Renton, WA**—Trygve Johnson.
1811 **Monroe, LA**—Shelby S. Dark, Thomas Jackson Bennett.
1815 **Santa Ana, CA**—Chester A. Spurgeon, Edwin E. Harris, Joseph Maurice Stokes, Leroy C. Mathews, Marvin L. Fleeting.
1845 **Snoqualmie, WA**—Delila I. Kiske (s).
1846 **New Orleans, LA**—Landry H. Bordelon.
1849 **Pasco, WA**—James A. Boggs, Ruth Marie Rolph (s).
1856 **Philadelphia, PA**—Anthony Rachuba, Frank M. Santangelo, William J. Pancoast.
1884 **Lubbock, TX**—Leonard Lee Smith.
1889 **Downers Grove, IL**—Roy F. Smith.
1897 **Lafayette, LA**—Edward M. Sellers.
1906 **Philadelphia, PA**—John P. Cannon.
1930 **Santa Susana, CA**—L.C. Stanley Gurley.
1946 **London, Ont., CAN**—Germain A. Tetrault.
1964 **Vicksburg, MS**—Lee Collins.
1985 **Province of Saskatchewan, CAN**—Mary Currie Peters (s).
1993 **Crossville, TN**—Dallas Enloe Peavyhouse, Pastel L. Rice.
2018 **Ocean County, NJ**—Edward G. Pope.
2046 **Martinez, CA**—Clifford A. Rippee, Diane Newcomer (s), Roy W. Hallstrom, Vivien Paul Kaufenberg.
2067 **Medford, OR**—Lewis D. Clark, Neil Murray, Wallace Cramer.
2077 **Columbus, OH**—Gladys D. Witherell (s).
2158 **Rock Island, IL**—Howard L. Beery.
2203 **Anaheim, CA**—Cecil C. Huggins.
2235 **Pittsburgh, PA**—Chester E. Bucklew.
2239 **Fremont, OH**—Harry Merlin Colvin, Orville Louis Dawson.
2250 **Red Bank, NJ**—John McLaughlin.
2274 **Pittsburgh, PA**—Doris Gary (s), Eugene F. Porterfield.
2288 **Los Angeles, CA**—Homer Grijalva.
2298 **Rolla, MO**—Robert L. Reynolds.
2308 **Fullerton, CA**—Reagan Coger.
2311 **Washington, DC**—John J. Coffeen Sr.
2323 **Monon, IN**—Wilma Lorine Malia.
2352 **Corinth, MS**—D. W. Vickers, James Floyd Hutchins.
2375 **Los Angeles, CA**—Howard W. Fluman, Oland E. Davis.
2382 **Spokane, WA**—Alrick C. Ahlskog.
2396 **Seattle, WA**—Helen Martha French (s), John Flikka.
2398 **El Cajon, CA**—Charles Magny, Ronald Karnopp.
2463 **Ventura, CA**—Edgar Earl Yocham, John P. Lechman.
2470 **Tullahoma, TN**—Edna P. Steele.
2484 **Orange, TX**—Joseph Franklin Shannon Sr.
2514 **South Norfolk, VA**—Richard Brumsey.
2581 **Libby, MT**—John Foss, Peter M. Ramlo.
2599 **Lancaster, PA**—Gregory Rowland.
2600 **San Diego, CA**—Leslie L. Stahl.
2601 **Lafayette, IN**—Robert L. Rush.
2608 **Redding, CA**—Anton M. Andersen, Theodore R. Montgomery, Winnie M. Barnett (s).
2633 **Tacoma, WA**—Mabel E. Wood, Ross Ramsdell.
2652 **Standard, CA**—Etta A. Henderson (s).
2661 **Fordyce, AR**—Charlie Smith.
2669 **W. Islip L. I., NY**—Lawrence Bertolino.
2682 **New York, NY**—Donald P. Cullen, Estella Boloy, Horace B. Thompson.
2691 **Coquille, OR**—Braskel B. Reed.
2739 **Yakima, WA**—Bernard Lovestrand, Frank A. Stewart.
2748 **Rensselaer, IN**—Jesse C. Hurtado.
2750 **Springfield, OR**—Raymond John Dilbeck, Walter L. Burge.
2761 **McCleary, WA**—Judy K. McNish (s), Melvin P. Stoney.
2767 **Morton, WA**—Ivan Stout, Richard Nelson Stamper, Yngve Soderlind.
2794 **Mattoon, WI**—Dolores Stainbrook.

Local Union, City

2805 **Klickitat, WA**—Verlon P. Dutson.
2816 **Emmett, ID**—Evert J. Miller, John Edmund Holmes.
2817 **Quebec, Que., CAN**—Alberic Brisson, Lucien Dube, Marcel Boisvert.
2832 **Neenah, WI**—William G. Blank.
2902 **Burns, OR**—Harold W. Pearce Jr.
2942 **Albany, OR**—Austin L. Gardner.
2947 **New York, NY**—Morris Lippe, Vincent M. Pace.
2949 **Rosenburg, OR**—Albert R. Greenawalt, Alice E. Longozo (s), Arnold J. Evans, Goldie M. Nickel, Joseph M. Yung.
3088 **Stockton, CA**—Fred L. Mayfield.
9042 **Los Angeles, CA**—Donald K. Kibby.
9063 **Richmond, VA**—Beaulah Mae Israel (s).
9074 **Chicago, IL**—Eugene P. Krynicki, Raymond J. Hermle.
9190 **Minneapolis, MN**—Leslie I. Wolcott.

Twin Cities rally

Continued from Page 26

migrant workers have as much right to work in Minnesota as anyone else.

"But the conditions must be safe, and these workers must get the same protection as any other workers," Melander said. "We're concerned about conditions on jobs and whether workers are unionized or not. What happens if one of these workers gets injured? Will they be covered under the Workers Compensation Law?"

When an out-of-state contractor fails to meet Minnesota standards, Melander said, he is creating unfair competition for reputable state contractors.

"This contractor isn't playing by the rules mandated by the people of Minnesota," Melander said. "He's exploiting both the workers and other contractors. We're asking why this is being allowed to happen in 1988."

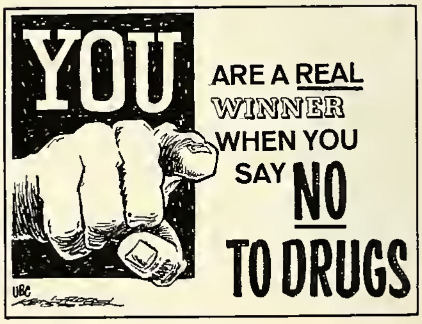
Senior Survey

Continued from Page 3

- **Three-quarters of them feel they are important to their unions. Two-thirds feel that their union does a good job for its retirees. But many want better retirement planning, health, legal and social services from their unions.**

- **Union newspapers are important sources of information for many of the retirees. Many would participate in political activities if they were better informed by their unions.**

- **Almost 90% of them voted in the 1984 elections, compared to 68% of the general senior population. Two-thirds say an endorsement by organized labor has a positive political impact.**



CAST-IRON REGISTERS

There was a time when cast-iron household products were recognized for their beauty and their function. When central heating became the norm in the early 1900's, for instance, craftsmen designed floor, ceiling and wall registers in an array of distinctive motifs.

As mass-production methods took over, decorative grilles and grates were replaced by plain, stamped metal ones.

Ten years ago Mike Reggio of Ayer, Mass., uncovered a discarded heating register. Impressed by its elegance and durability, Reggio decided to apply his manufacturing know-how to casting new registers, using the handsome old design as a model.

Today, Reggio Registers sells over 35 different cast iron and brass registers and grilles, along with shelf brackets, hooks and other accessories.

To request a free copy of the Reggio Register catalog, please write to The Reggio Register Co., 21 Central Avenue, Ayer, Mass. 01432-0511, or telephone (617) 772-3493. Visitors are welcome at the retail store Monday through Friday, 10 to 5.

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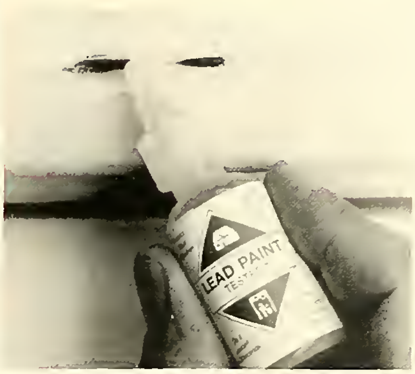
LEAD DETECTOR



A new, easy to use detection kit that instantly reveals whether or not dangerous lead paint is present is being introduced by Urban Products Company of Worcester, Mass.

The Lead Paint Tester™ features a dry chemical agent packaged in a convenient plastic bottle that you simply add water to and drop on any painted surface which has been freshly chipped. If the liquid causes the exposed paint to turn black, lead paint is present and should be removed.

According to the manufacturer, over 2.5 million children and adults are poisoned each year by lead paint and 62% of our homes nationwide still contain fatal levels of lead paint.

The Lead Paint Tester™ sells for $14.95 (retail). Literature is available on request.

For more information contact: Urban Products Company, Mitch Dante, Marketing Director, 31 Haynes St., Worcester, Mass. 01603, or call (617) 755-1860.

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This blade holder will hold blades up to 10 inches wide. It has spacer washers to separate blades to keep them from nicking and dulling. A hexhead bolt snaps into place so it can't fall out and get lost. This carrier is made of strong high grade polypropelene, and it withstands ultimate degrees of heat and cold.

It is made in a bright color you can spot easily. There is a handle for easy carrying, a hole for hanging on nail or peg, and it can be stored anyplace. You may want one for sharp blades and one for dull blades as they are surprisingly low in price. This item has patent pending and is made in the U.S.A. Dick Lueth, designer of this new product, has been a long time member of the UBC, Local 2087, Crystal Lake, Ill.

If your local hardware or variety store does not have this item in stock, have them contact LueCo, Inc., P.O. Box 206, Harvard, Ill. 60033 or phone (815) 943-4913.

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Long-range goals for the next U.S. president

Beyond the political conventions are the cold, hard facts

Being a president of the United States is like riding a tiger, according to Harry Truman in his book *Mr. Citizen*. "A man has to keep on riding or be swallowed."

The late president added: "A president either is constantly on top of events or, if he hesitates, events soon will be on top of him. I never felt that I could let up for a single moment."

The man from Missouri had that famous slogan—"The buck stops here"—displayed on his desk in the Oval Office.

That little wooden plaque is long gone from Washington, displayed today at the Truman Library in Independence, Mo.

Within months, a new president will occupy the Oval Office in Washington. This month, the political parties are narrowing the choices for that crucial nerve center to two.

Which candidate gets elected depends upon television images, speech writers, campaign funds and just plain luck. Let's hope that this time it won't be a popularity contest but a serious determination by the voters of the United States as to what problems lie ahead during the next four years and which party candidate can best solve those problems.

The problems facing America's next president are, to say the least, awesome. There are many priorities—the budget deficit, the unbalanced trade, the warnings of a possible recession.

As I see it this summer of '88, the first order of business for the new chief executive is to bring back confidence and integrity to government. We have endured, in recent years, runs on the stock market, corporate raids, savings and loan closures, bank failures and a depressed dollar, all due to the Reagan administration's fixed attitude about government—an attitude that seeks more and more deregulation, letting major national and international financial interests run roughshod over small businesses, domestic manufactures and consumers.

Economists seem to agree that, while trimming the federal budget deficit should remain a high priority for the new president and the incoming Congress in 1989, the next administration must focus on economic problems which have been neglected during the past eight years.

It would be a mistake for the next administration to decide that its first duty is to balance the budget. That would be like carrying the Reagan Laffler Curve into a third term, perpetuating what Vice President George Bush once called "voodoo economics."

Advisers to presidential candidate Michael Dukakis claim that the Reagan legacy of high budget deficits and high trade deficits is leading us toward another recession, but that there is still room for federal spending on such items as employment, job training and research and development in order to put more money in the hands of wage earners and get the economy stabilized.

On the surface, these are relatively good times, but the foundations of American industry and American productivity are not what they should be. Beneath the surface of "good times" are many growing economic problems:

- **The international drug trade is siphoning off millions, even billions of U.S. dollars, laundering the money in overseas banks.** Meanwhile, it is turning our inner cities into crime-ridden, depressed areas. Action is needed, not talk.

- **The persistent drought which has ravaged the nation's farms is causing more farm families to give up their heavily-mortgaged acreage and move to the tragic uncertainties of our cities.** The drought of 1988 will bring problems in 1989 and beyond. Farm prices have already risen. There are shortages in some commodities, and, in some areas, I am told the land is as dry as it was during the Dust Bowl days of the 1930s. Other nations which depend upon us for their wheat and other farm products are already expressing concern.

The new president must give agriculture back to the people. Too much of the farm business is in the hands of big corporations today. We must return to a balanced and stable agriculture.

- **The new president must take decisive action in the field of education.** We don't want our young people going through intensive, round-the-clock instruction, as the young people of Japan seem to be undergoing, but we do want quality education in this country, teachers who are qualified and more concerned for the educational basics. Voters and taxpayers must be willing to cut back on frivolous expenditures and put more money into education—higher salaries to attract better teachers and school bond issues to improve the educational establishment.

There are thousands of jobs going begging in our major cities, but these are low-paying service jobs for the unskilled and uneducated. Many of these jobs are being taken by immigrant Americans who have to start at the bottom of the economic ladder. Other jobs will require more skills and more education.

- **The new president must look beyond what's been said into what has been done.** This applies not only to domestic problems but to international problems, as well. For example, our U.S. and Canadian members are told that Mr. Reagan and Canadian Prime Minister Mulroney sat down last year and worked out an agreement for free trade between our two nations. Our members in the forest products industry know that this is not true. There is much work still to be done before a satisfactory trade policy is developed.

We've been told that the present administration has been making progress in combatting acid rain and problems of the environment. And yet, more and more lakes and rivers are becoming contaminated by industrial pollutants.

- **The new president must take a realistic look at the nation's defense establishment.** Millions of dollars have been wasted in the search for super weapons, and there have been few administration watchdogs to blow whistles on padded bids and questionable research projects. Meanwhile, hundreds of obsolete air bases, army camps and other bits of military real estate lie idle, costing the taxpayers millions of dollars in upkeep, because the administration doesn't have the will or the clout to say to the Congress that these abandoned units must be closed down.

Under President Reagan the defense establishment has become a colossus surrounded by greedy contractors and lobbyists. Granted that the emphasis on defense may have hastened the present detente with the Soviets, it has, at the same time, caused the biggest budget deficit in the nation's history and helped to make the United States, for the first time, a debtor nation.

President Dwight Eisenhower expressed his fears about what has come to pass. In his farewell radio and television address to the American people in 1961, he said, "This conjunction of an immense military establishment and a large arms industry is new in the American experience . . . We recognize the imperative need for this development. Yet we must not fail to comprehend its grave implications . . . In the councils of government, we must guard against the acquisition of unwarranted influence, whether sought or unsought, by the military-industrial complex. The potential for the disastrous rise of misplaced power exists and will persist."

Those words were spoken 27 years ago. Another Republican president did not heed the warning.

- **The new president must take a hard look at the nation's health and human services.** While the nation's unemployment has declined substantially in the past eight years because of the current economic expansion, there are pockets of poverty and depressed areas, including the farm belt and the Gulf Coast, which need financial assistance.

There is also the growing problem of homeless people. Turned out of the institutions which once housed them, many mental patients walk the streets with no means of livelihood except charity and no place to go. There are abused women and foster children needing assistance. There are human derelicts who require attention.

Other problems requiring solutions revolve around the American family and what has torn it asunder in recent years. In many homes today, father, mother and older children must all work to maintain a household. Child care problems are neglected. The future of the nation depends upon the proper development of the next generation, and we are creating a vast army of "latchkey children," left to shift for themselves for many hours of the day, ill housed and ill fed, as Franklin Roosevelt noted a half century ago.

The major political parties produced their platforms for American voters, this month. Some of the platform promises are self evident and will undoubtedly be tackled in the new president's first 100 days. Others will be almost forgotten in the doubletalk of the political campaign.

Let us hope that the president who takes office in 1989 will climb aboard the tiger without fear and with a determination which will set right the many political and governmental mistakes of the past.

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Pocketknife	**$10.00**

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Women's Watch

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Wristwatch	**$58.00**

September 1988

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

Japanese carpenters and joiners erect a teahouse in Washington. UBC members at the National Gallery of Art compare their skills.

SEE STORY AND PICTURES ON PAGE 17

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CARPENTER

ISSN 0008-6843

VOLUME 108 No. 9 SEPTEMBER 1988

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Lester Dumont, member of Local 1590, Washington, D.C., competes against Japanese carpenter Ko Minamide in a speed sawing contest at the National Gallery of Art in Washington, D.C.

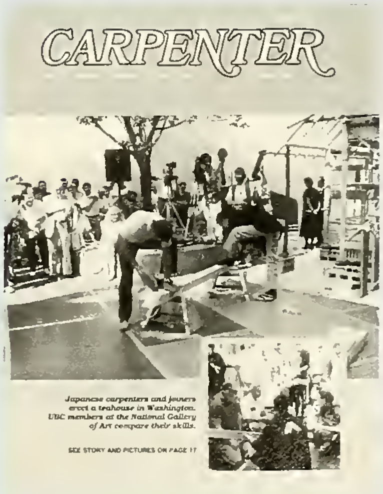
Dumont and fellow union carpenters from the Washington, D.C., District Council who work at the Gallery turned out to exchange carpentry methods and compete in contests during the dedication ceremonies for the Ennan Tea House. During the dedication, a long wooden plank, or *gohei*, on which appears the white painted face of a female, was raised and attached to the top of the structure's frame. The gohei is said to purify and protect construction workers.

The tea house was partially assembled in Japan and shipped to Washington, where it was assembled by a team of carpenters from Kyoto, Japan. In late August, a thatched roof was attached, and later the walls will be filled in with plaster.

The Ennan Tea House, which was built without nails, is a replica of one in Kyoto designed in the early 1600's by a daimyo or feudal lord who was a tea master.

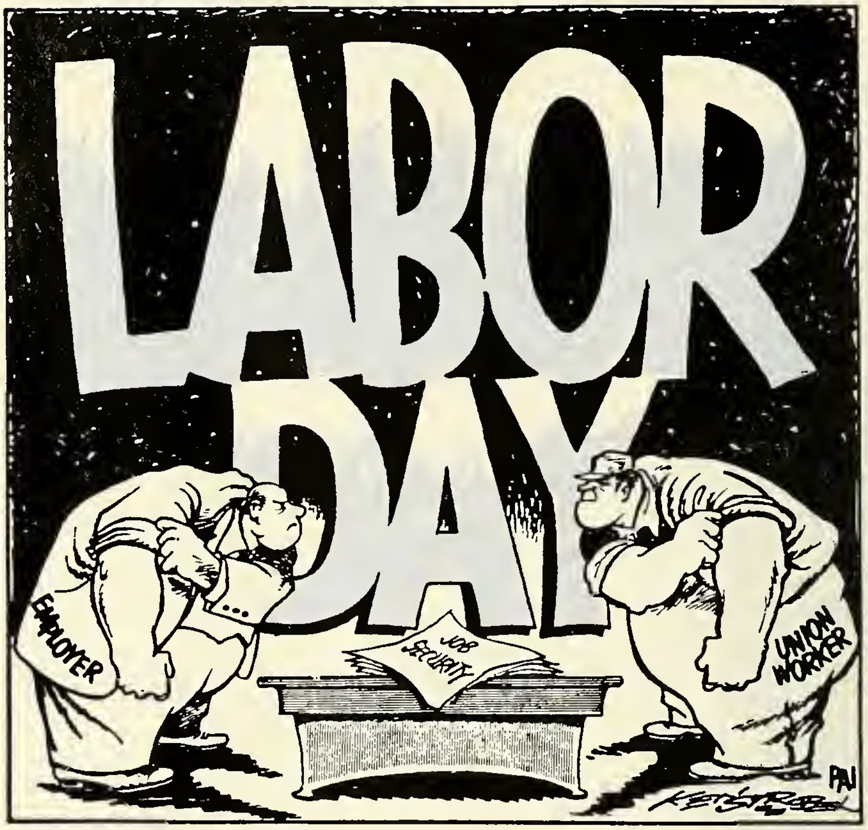
The tea house, which will be on display at the East Building of the National Gallery of Art, is part of an exhibition, "Japan: Shaping of Daimyo Culture, 1185–1868." The exhibit will open Oct. 30, and visitors will be able to view an unprecedented number of objects considered national treasurers, cultural properties and valuable art objects. The exhibit is considered to be the largest of its kind ever presented in the West or even in Japan. See the full story on Page 17. *Photographs by Kris Hégle, Carpenter magazine.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



Japanese carpenters and joiners erect a teahouse in Washington. UBC members at the National Gallery of Art compare their skills.

SEE STORY AND PICTURES ON PAGE 17



A LABOR DAY REVIEW

by SUSAN ZACHEM
Staff Writer, Press Associates Inc.

1988 union campaigns zero in on job security and justice

In the year since Labor Day 1987, workers and their unions laid the groundwork for regaining the social and economic justice sidetracked during the Reagan Administration.

In bargaining, on picket lines, in "Jobs With Justice" rallies, and in legislatures and the courts, labor made progress in opening up some of the roadblocks erected during the Reagan era. The efforts were keyed to the solidarity of coalitions composed of unions and their allies.

One of the most powerful symbols of renewed solidarity last year was the return of the Teamsters to the AFL-CIO after a 30-year absence. Federation affiliates had responded strongly to Justice Dept. plans to put the Teamsters under federal trusteeship. Also voting to affiliate with the AFL-CIO were the Locomotive Engineers and the Longshoremen's and Warehousemen's Union.

Unemployment declined over the year by less than 1% and remained high at over 5% despite the Administration's

KEY LABOR EVENTS OF THE PAST YEAR

In other developments since Labor Day 1987:

Railway & Airline Clerks change name to Transportation-Communications Union . . . Glass, Molders union seeks $30 million in damages for workers hurt by corporate takeover raid . . . Suffolk County, N.Y., enacts first law regulating VDT use . . . NLRB charges bias by National Football League owners . . . Bricklayers vow battle against 'scab training' alliance . . . Maritime unions protest manning waiver for reflagged Kuwaiti tankers . . . Federal Communications Commission abolishes labor-supported "fairness doctrine" . . . Merchant seamen win World War II veterans' status . . . IUE, IBEW, IAM, USWA hail International Trade Commission's action to halt color picture tube dumping . . . California unions fight governor's axing of Cal-OSHA.

MERGERS: Glass, Pottery, Plastics and Allied Workers and the Molders . . . Marine Engineers Beneficial Association District 1 and the National Maritime Union.

DEATHS: Teamsters President Jackie Presser . . . Seafarers President Frank Drozak . . . Former Electronic Workers President Paul J. Jennings . . . Former Steelworkers President I.W. Abel . . . Past Letter Carriers President William C. Doherty . . . Auto Workers Secretary-Treasurer Raymond Majerus . . . Civil rights leader, union activist Bayard Rustin.

RETIREMENTS: Carpenters President Patrick J. Campbell . . . Longshoremen President Thomas W. Gleason . . . Electrical, Radio and Machine Workers (UE) President James M. Kane . . . National Council of Senior Citizens Executive Director William R. Hutton.

NEW LEADERS: Teamsters President William McCarthy . . . Carpenters President Sigurd Lucassen . . . Seafarers President Michael Sacco . . . Longshoremen President John M. Bowers . . . UE President John H. Hovis . . . National Council of Senior Citizens Executive Director Lawrence T. Smedley.

so-called economic expansion. In October, the soaring trade deficit and the mixed economic indicators contributed to what some observers called meltdown on Wall Street, which rocked financial markets worldwide.

In this uncertain economic climate, unions saw job security as a major priority at the bargaining table.

The Auto Workers made job security gains in three-year contracts with Ford, General Motors and Chrysler covering nearly 570,000 workers. The pacts barred layoffs at the auto companies except under specific economic circumstances and provided new protections against outsourcing.

Some 45,000 Clothing and Textile Workers are covered by job security provisions in a pact with clothing makers that includes prohibitions on management moving work to non-union plants and importing garments. About 4,700 Rubber Workers struck Firestone to win wage hikes and guarantees that the union contract will be honored if the company is sold. The union also won wage hikes and other improvements for 15,000 URW members at Goodyear.

The three-year contract for 70,000 members of 14 unions at General Electric Co. included job and income security provisions that extended preferential hiring to the entire country, added relocation allowances and broadened the circumstances under which job security provisions kick in. The unions also won wage hikes and improvements in pensions and health insurance coverage.

The Bakery, Confectionery and Tobacco Workers' contract with Nabisco Brands Inc. repelled concession demands to win what BCTW President John DeConcini called a "silver parachute" for workers facing displacement due to technological change. The $5 million fund is earmarked primarily for retraining.

In other major bargaining, the Teamsters' three-year national master freight contract with major trucking firms provided wage increases and improvements and pension, health and welfare plans for about 200,000 truck drivers and warehousemen.

A coalition of unions won long-sought wage gains for nearly 60,000 homecare workers who care for elderly and chronically ill patients in the New York City area. The coalition included Retail, Wholesale and Dept. Store Union Local 1199, AFSCME District Council 1707, Office and Professional Employees Local 1H and the Service Employees.

Overall, major contracts reached since Labor Day 1987 provided average annual wage increases of 2.2%. Indicating that unions regained strength, 1987 bargaining was the first time since the recession year 1982 that wage adjustments in current pacts did not fall below those in the contracts they replaced.

Unions made substantial organizing gains and developed innovative organizing ideas to hold union membership steady in 1987 at 16.9 million union members.

Among the new ideas was the "Jobs With Justice" campaign. Kicked off in Miami, the campaign united unions with a broad range of community, consumer, civil rights, women's, senior and religious organizations in rallies and marches around the country. They protested on behalf of workers besieged by airline magnate Frank Lorenzo at Eastern Airlines, wood products industry workers in the Pacific Northwest, Paperworkers on strike and locked out at International Paper plants, and other organizing and bargaining fronts in local areas.

Unions developed innovative organizing ideas to hold union membership steady at 16.9 million.

A 25-day pilgrimage across the South from Memphis to Atlanta by unions and civil rights groups supported local union struggles, voter registration and a renewed fight against poverty. Unions involved in the "Jobs With Justice" campaign included the Communications Workers; Machinists; Auto Workers; Electronic Workers; Mine Workers; State, County, Municipal Employees; Clothing and Textile Workers; Service Employees; Food and Commerical Workers; Paperworkers; Steelworkers; the Transport Workers; and the United Brotherhood.

The Service Employees expanded its "Justice for Janitors" campaign in some 12 major cities to organize and win decent wages for office building cleaning workers. The campaign included rallies, vigils, picketing and non-violent civil disobedience to draw attention to the issues.

The Union Privilege Benefit Programs continued to prove popular among union members and new associate members. Existing credit card, legal and travel services were expanded to include a new low-cost term life insurance plan for AFL-CIO members.

The AFL-CIO kicked off its two-year "Union, Yes" campaign with television advertisements featuring motion picture and television stars. Using the slogan, "America Works Best When We Say Union Yes," the campaign was designed to improve public understanding of union issues and to support organizing and other union efforts.

An example of what such united union campaigns can accomplish was labor's 10–year boycott of Coors beer. Begun after the company ousted a directly affiliated local union at its Golden, Colo., brewery, the boycott cut deep enough into Coors' markets to finally persuade Coors to sign an agreement to allow an expedited union representation election. The newly reaffiliated Teamsters was chosen by an AFL-CIO umpire to organize the Coors workers.

Another example is Eastern Airlines' agreement with the Machinists, Pilots and Transport Workers to improve safety conditions that the unions charged had deteriorated under Frank Lorenzo's plans to bust the unions. Lorenzo chairs Texas Air, which owns Eastern and Continental Airlines. The agreement came after the Transportation Dept. conducted an unprecedented investigation of safety and management fitness at the two airlines.

Labor's goal of a national family policy received broad support from more than 165 national labor groups and other organizations as well as from members of Congress at the American Family Celebration in Washington, D.C. Organized by the Coalition of Labor Union Women, the event drew public attention to bills pending in Congress to provide parental leave and affordable child care.

Congress approved the largest expansion of Medicare in that program's 23-year history to provide protection for the nation's 33 million elderly and disabled against the catastrophic medical costs of acute illness. The new law, which includes first-time coverage of prescription drugs, was a huge success for labor, senior citizen groups and their allies.

Congress also passed major trade legislation that Reagan vetoed largely in opposition to the bill's plant shutdown notice provisions that have been long-sought by labor. Plant closing notice was later passed as a separate bill.

Other labor-backed laws approved by Congress also dealt defeats to the Reagan Administration: restrictions on polygraph tests; restoration of civil rights laws eroded by courts to protect women, minorities, senior citizens and the handicapped; nursing home reforms; and $30.3 billion for housing programs.

Congress passed its first rail safety

bill since 1982 that ordered the Transportation Dept. to end its stall on several regulations urged by rail unions. But the mixed-bag bill also granted Reagan's DOT its wish to fine individual rail employees for safety violations.

Issues gaining ground in Congress since Labor Day 1987 included a higher minimum wage; requiring employers to provide health insurance coverage; updating Davis-Bacon; ending Hatch Act curbs; and welfare reform. The fall of the labor-backed toxic risk notification bill to a Senate filibuster left workers in jeopardy from current and past exposures to toxics.

The barriers to organizing and bargaining built higher during the Reagan era were the focus of congressional hearings on labor law problems. House and Senate panels heard union witnesses describe the delays and illegal tactics, like threats, firings and changes in ownership, that foiled legitimate union attempts to organize and win contracts.

Meanwhile, changes in the top leadership at the Labor Dept. and National Labor Relations Board did little to change the Administration's basic pro-business ideology.

Career public relations executive Ann McLaughlin became the new Labor Secretary, replacing William E. Brock who left to run the presidential primary campaign of Senator Robert J. Dole (R-Kans.). Under McLaughlin, the Administration made a last push on its wish to cancel the 45-year-old ban on industrial homework.

Controversial NLRB Chairman Donald L. Dotson stepped down after tilting the board heavily to the management side during his four years' service. He was suceeded by a more moderate board member, James M. Stephens.

Labor's battle continued with Reagan regulatory agencies as rail unions fought the Interstate Commerce Commission's abrogation of labor protections related to railroad transactions with strikes on the Pittsburgh & Lake Erie and Guilford Transportation-owned carriers. The Transportation-Communications Union, United Transportation Union, Locomotive Engineers and other rail unions won some victories in courts which recognized union rights to bargain over sales conditions affecting workers.

With some 3,600 workers killed and

Continued on Page 38

SOLID COALITIONS of unions worked in the past year to regain a measure of the economic and social justice eroded during the Reagan era. Unions joined together to fight unfair employers on picket lines, like this one at International Paper, in rallies and demonstrations and in legislatures and the courts. *Photo courtesy the Paperworkers via PAI.*

LOW-WAGE JOBS and temporary jobs have risen sharply during the Reagan Administration's watch. More than one-third of new full-time jobs pay an annual wage below the poverty line for a family of four. Polls show that many Americans are dissatisfied with the shrinking "American pie." *Photo courtesy the Service Employees via PAI Photo Service.*

DESPITE ATTEMPTS by the Reagan Administration to make it voluntary, the Social Security system was strengthened during his two terms due to the overwhelming popularity and need for the program. It appears likely that popular support will soon force Congress to include coverage for home health care under Medicare. *Photo by Martha Tabor for PAI.*

BLACK SOUTH AFRICAN WORKERS, like this woman in Soweto, have benefited from human rights efforts by the International Labor Organization, Amnesty International and trade unions worldwide. This year marks the 40th anniversary of the United Nations' Universal Declaration of Human Rights. *Photo courtesy the ILO via PAI Photo Service.*

West Coast lumber strike settled with Willamette

Picketing of Champion, Boise Cascade and DAW continues

Members of the UBC Western Council of Industrial Workers and the International Woodworkers of America voted Aug. 4 to end the two-month strike at Willamette Industries wood products mills in the Pacific Northwest.

"We are very happy with the outcome," said Mike Draper, executive secretary of the Western Council. "This strike was an immense success because of the strength and tenacity shown by our membership on the picket lines. The strike remained rock solid to the end, and there is no doubt in my mind that this determination was instrumental in moving the company to a settlement."

The Willamette contract settlement follows the general pattern reached earlier with Bohemia. It is a four-year agreement with a first-year, lump-sum signing bonus of $1,400. Annual wage increases of 3%, 4% and 4% are scheduled in each of the remaining three years. Importantly, the settlement also adds a vacation bonus week, two holidays and a pension benefit increase with a full, unreduced benefit available at 62. Five cents per hour increases were negotiated for shift premiums. Agreement was also reached on a system to preserve the integrity of the joint health and welfare plan. Under the system, present benefits are guaranteed by a series of automatic employer contribution increases that kick in as fund reserves fall to predetermined levels.

"Although it's hard to believe," commented Draper, "this settlement improves on the company's pre-strike final offer by almost 300%." The major success came in moving the company away from pure cash bonuses each year of the agreement. Initially, the company resisted increasing hourly wage rates.

But adjusting wage rates carried a high priority for the two unions since Willamette had forced cutbacks two years ago averaging $1.50 per hour. The settlement brings the majority of job classifications back to 1986 pre-cut wage rates.

Strikes continue at Boise Cascade and Champion mills in Idaho, Oregon, Montana and Washington. The settlement with Willamette could, however, set a pattern for the other striking companies.

▲

Mike Draper, executive secretary of the UBC Western Council of Industrial Workers, left, and Bill Hubbell, president of the International Woodworkers of American, answer questions from the press concerning the contract settlement at Willamette Industries plants in the Pacific Northwest. The two unions bargain jointly with forest products employers.

LOCAL 2719
on
STRIKE

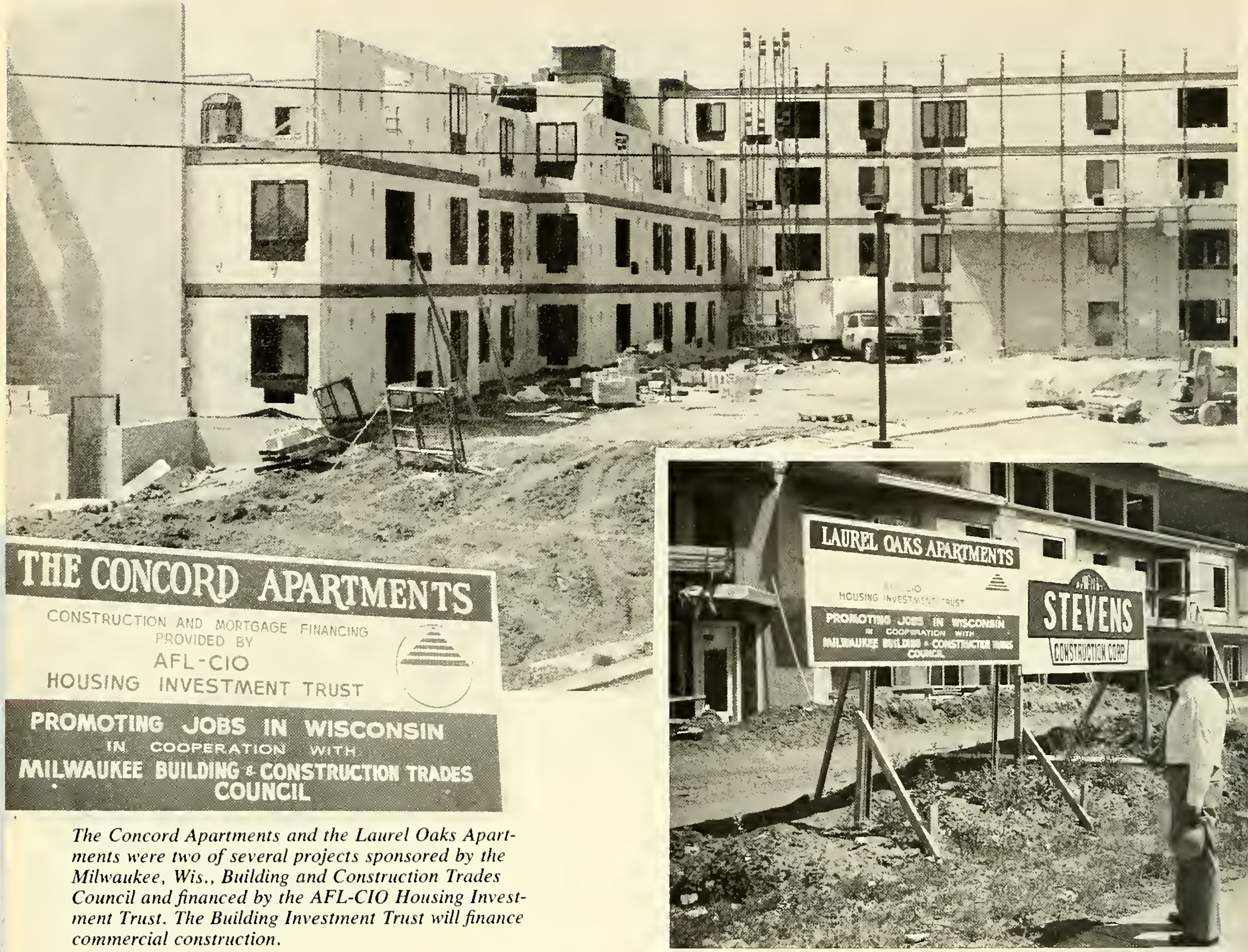
Picket lines came down at Willamette Industries mills after a two-month strike that began June 6. The strike produced a four-year agreement which represented major improvement in the company's final pre-strike offer. Gary Johnson, Local 2719, Lebanon, Ore., above, during a rain-soaked day of picket duty. ▶

STRIKE ASSISTANCE — To support members still on strike, over 90% of the local unions in the Western Council voted to increase monthly dues by $25. This special assessment will be added to the $5 already earmarked for the defense fund. "This is another example," said Mike Draper, executive secretary of the Western Council, "of how our membership understands that, as trade unionists, we must help one another or none of us will survive the tough times. Our members have again backed up words with actions by reaching into their own pockets."

The United Brotherhood is also giving financial and staff support to the strikers, as they walk picket lines at many locations.

▲

Members of Local 2040, Coburg, Ore., settled their contract with Bohemia Sawmill in late spring. The member working above and others are back on the job.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IN COOPERATION WITH
MILWAUKEE BUILDING & CONSTRUCTION TRADES COUNCIL
STEVENS
CONSTRUCTION CORP.

The Concord Apartments and the Laurel Oaks Apartments were two of several projects sponsored by the Milwaukee, Wis., Building and Construction Trades Council and financed by the AFL-CIO Housing Investment Trust. The Building Investment Trust will finance commercial construction.

Construction financing with a union label

PENSION FUNDS PROVIDE NEEDED JOBS

"Construction financing with a union label." That's how the United Brotherhood's district councils in Michigan and Wisconsin might describe their experience with the AFL-CIO Housing Investment Trust.

Each council has seen a tremendous return on investments by pension funds in their areas with HIT, the 24-year effort by the labor federation to put union principles behind investment practices. Beyond the 12.3% rate of return the fund has earned for investors during the last five years, participants like these Carpenters' councils have found another benefit—union jobs and union pride.

To date, HIT has financed more than $650 million in 100% union construction work since it was founded in 1964—including current projects totaling some $21 million in Wisconsin and $37 million in Michigan over the past two years. The trust's assets now stand at $215 million, with 184 pension funds participating in the trust, including 16 UBC funds. The trust specifically targeted investments to Michigan and to the Milwaukee, Wis., area following investments in the trust by the Michigan Carpenters Pension Fund and the Milwaukee and Vicinity Building Trades United Pension Fund.

Economists estimate that every $1,000 spent on housing construction generates 16.5 hours of work on-site and a total of 25.5 hours when related industries are counted. Put faces on the workers receiving those hours and you understand the different dimensions the Housing Investment Trust offers.

Ask Scott Fisher, secretary-treasurer of the Michigan State Carpenters Council and secretary-treasurer/business manager of the West Central Michigan District Council, about his experience.

"Not only did these projects put a lot of carpenters and other building and construction trades people back to work, they sent a good, positive union signal to the communities in which they're located," Fisher says.

HIT's investment program has a stipulation that all construction it finances must be done by union workers.

In Michigan, HIT's investment came

at a time when the auto industry was in the throes of a recession.

"We experienced a tremendous construction slump. When the auto economy went down in Michigan, everything went down," Fisher explains. "Money from the Housing Investment Trust came at a time when money was very, very tight, and it helped start turning things around."

Employment among carpenters is now running at about 90% in central and southeastern Michigan. Many are working on HIT projects building apartments and elder care facilities in the state.

A residential Carpenters local in the 10-county area around Ann Arbor has seen its membership rise from around 80 to 600 in the past year. HIT is financing two projects in that area: Windemere Park, an apartment complex, which is about 95% complete, and American House, a retirement center project.

Jim Maxwell, with the Carpenters District Council in Detroit and Southeastern Michigan, says he has a standing call out for some 140 framers for all the work that has been generated.

"The bottom fell out on us in 1981. At that time, the largest residential construction company in the state had seven employees. Today, employment numbers in the hundreds.

Echoing that sentiment is Dennis Penkalski, business representative and organizer for the Milwaukee and Southeast Wisconsin District Council.

"In addition to providing hours for our carpenters, HIT's investments have also provided thousands of hours for our affiliated crafts—floor coverers, drywallers and lathers, insulators, cabinet makers, lumberyards, garage door installers and drywall haulers," says Penkalski.

UBC General President Sigurd Lucassen serves as a trustee for both HIT and the recently-established AFL-CIO Building Investment Trust otherwise known as BIT. Upon joining the board of trustees, Lucassen pointed out that "members of the Brotherhood have gained substantial employment from HIT investment, and our 16 participating pension funds have benefited from the security and excellent returns offered by the trust. With the recent launching of the AFL-CIO BIT, pension funds now have the opportunity to further diversify their portfolios through investment in commercial and industrial real estate projects."

The HIT offers investors minimum risk, since all loans to finance single and multi-family housing, nursing homes and retirement facilities are insured or guaranteed by the federal government. Building on HIT's success, the new BIT expands investment to projects such as office buildings, shopping malls and hotels.

Both HIT and BIT operate at no profit to the AFL-CIO and both have the same rule of thumb: union labor on all projects. Each program evaluates investment opportunities based on strict underwriting criteria and the positive impact that these investments will have on the communities where union members live.

General President Lucassen confers at the General Offices with Michael M. Arnold, BIT's director of investor relations, left, and Floyd Hyde, former undersecretary of the U.S. Department of Housing and Urban Development and an officer of BIT, right, regarding expanded investment programs.

For more information about the AFL-CIO investment programs, contact: Mike Arnold, Director of Investor Relations, 815 15th St. N.W., Suite 736, Washington, D.C. 20005 or phone (202) 347-6877.

HIT and BIT create jobs in construction

The AFL-CIO's new Building Investment Trust traces its roots back 25 years to the federation's first steps into the field of pension investment—the Housing Investment Trust.

Since 1964, the Housing Investment Trust has financed more than $650 million in 100% union construction work.

Both funds combine the goals of prudent pension investment with a "make sense" job-creating policy and a commitment to the communities that union workers call home.

The Building Investment Trust (BIT), created in 1987, is the AFL-CIO's first foray into the field of major commercial and industrial real estate investment—a field once dominated by banks and money managers interested only in "bottom line" profits.

AFL-CIO President Lane Kirkland has described BIT an "an important initiative in representing the interests of working people."

BIT's policy committee—former undersecretary of the U.S. Dept. of Housing & Urban Development Floyd Hyde, Michael M. Arnold, director of investor relations, and William C. Tutt, the trust's financial manager—takes a "hands on" approach to investment decisions developed from the experience of the federation's Housing Investment Trust.

"The philosophy is to seek out prudent investments in union-friendly projects that will generate jobs and affect a positive impact on the host community," says Hyde.

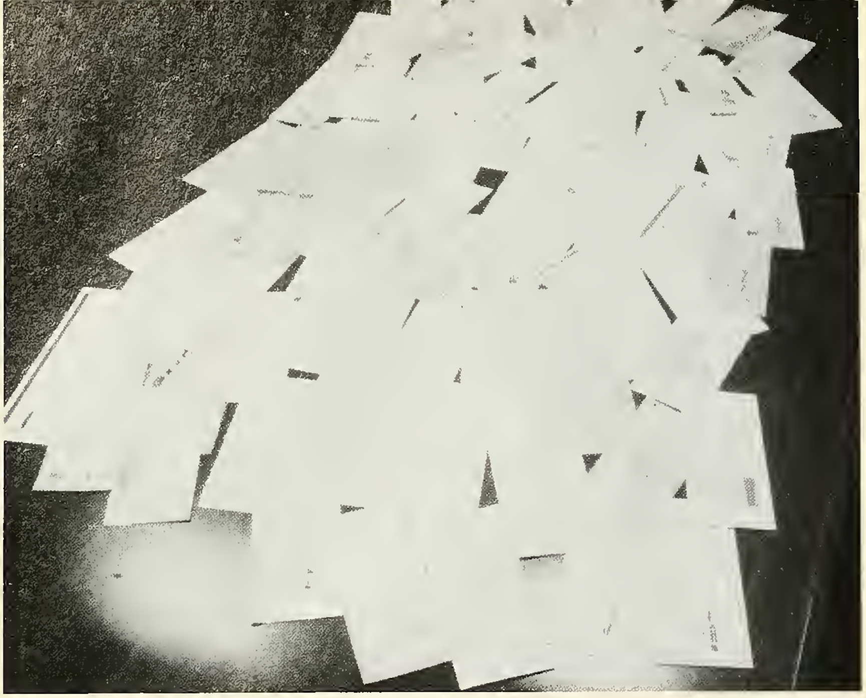
After months of planning and legal filings, BIT got off to a running start as the Bakery & Confectionery Workers Pension Fund weighed in with the first official investment of $15 million followed quickly by a commitment from the Bricklayers National Pension Fund. Within days, BIT completed the paperwork to fund its first project, a $5.8 million hotel complex in Taos, N.M., that will provide much-needed employment for union construction workers in the state.

Housing Investment Trust construction loans and mortgages are available only for building single family and multi-family housing, retirement centers and nursing homes. The Building Investment Trust will be involved in a broad range of commercial and industrial ventures.

The Riggs National Bank—Washington, D.C.'s largest—serves as trustee of the Building Investment Trust. To union members and negotiated pension fund administrators the new trust means:

- An investment opportunity that offers first-rank administration with a solid and competitive financial return;
- The opportunity to use workers' financial strength to pursue positive social and economic goals.

Continued on Page 30



Checks are being forwarded by local secretaries from all over the country. Is your check among them?

60-minute pledges for diabetes research now in the thousands

This year, the United Brotherhood is making a determined effort to honor its commitment to "Blueprint for Cure," the ongoing fund-raising effort for diabetes research.

The UBC is asking every member to pledge 60 minutes of pay to the cause. If 600,000 members each pledge a minimum of $10, Blueprint could reach $6 million in short order.

Have you been asked to pledge 60-minutes' pay to the Blueprint for Cure campaign?

Your local union recently received a packet of materials about the Brotherhood's special drive. The packet contained 60-minute pledge cards, and every member is asked to sign up.

Local union secretaries have been instructed to distribute the pledge cards to stewards and individual members, collect and record the contributions and forward them to the General Office in Washington.

The General Office plans to issue monthly reports on progress in each state, publishing such information in upcoming issues of *Carpenter*.

So that your local union can get credit for your 60-minute contribution, turn your check over to your local steward or secretary. Do not send it direct to the General Office.

Contributions are tax deductible. Please make checks payable to "Blueprint for Cure."

We want to honor our commitment to this cause and continue the fight against diabetes.

60-minutes' pay—the price of a ticket to a ballgame, a movie and refreshments. This 60 minutes could be the most important hour in the lives of 12 million Americans with diabetes.

SIXTY MINUTES FOR DAD

Many Canadian members are giving active financial support to the Blueprint for Cure drive. Since early 1986, Local 1338, Charlottetown, Prince Edward Island, has regularly contributed checks from a 2¢-per-hour working assessment.

Recent Blueprint for Cure contributions came from: Local 54, Chicago, Ill.; Local 1338, Charlottetown, P.E.I.; the South Florida District Council; Juillerme Costa, Charles and Lois Decker, Diane Infante, William McCoy Jr., Paul Moon, William L. Oehler, Ancle Sherman, Frank and Barbara Suchak and Joseph and Carol Trentacosta.

UBC's bucket brigade on DAD's Day 1988

1. *Doug Starr of Local 2361, Orange County, Calif., District Council.*
2. *Jim Hornek, newly elected organizer of Local 599, Hammond, Ind.*
3. *A sidewalk team from Local 1506, Los Angeles.*
4. *Jim Higbee, a corner captain, at work in Kansas City, Mo.*
5. *Marvella Cornwall, secretary, Millwright Local 1000, Tampa, Fla., and Carla Peterson, a member's daughter.*
6. *Bill Miller of Local 2172, Orange County, Calif., and his faithful companion, Woody.*
7. *DAD's Day in Nevada was marked by proclamations by the governor and the mayor of Las Vegas. Cliff Kahle and Bill Brooks of Local 1780 are shown with Mayor Ron Lurie of Las Vegas.*
8. *J. P. Long Jr. and representatives of the North Central Texas District Council in Arlington, Texas.*
9. *John Wright of Millwrights Local 1529, Kansas City, reports a good collection.*
10. *Gordon Burnett, Local 168, Kansas City, at the corner of 47th and State.*
11. *Lewis Bennett of Millwrights Local 1000, Tampa, Fla., checking the traffic.*
12. *Business Representative Doug Egan of Local 2484, Orange, Texas, talks to a motorist.*
13. *Keith Ivy of Mesquite, Texas, a UBC representative, makes an appeal.*
14. *Reuben Cantu and Richard Arispe at the Convention Center in Houston, Texas.*
15. *Lisa Gibson of Local 599, Hammond, Ind., in sunglasses and summer wear for DAD's Day.*

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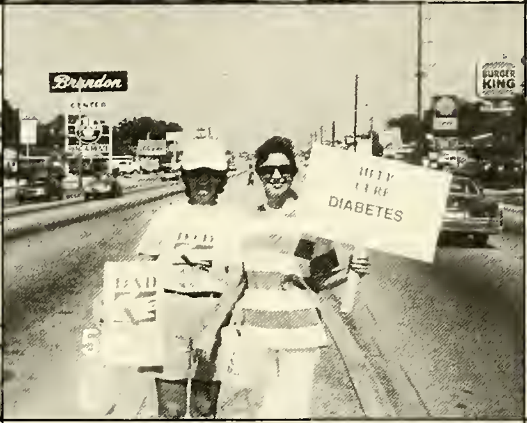
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Brandon
BURGER KING
HELP CURE DIABETES
DAD

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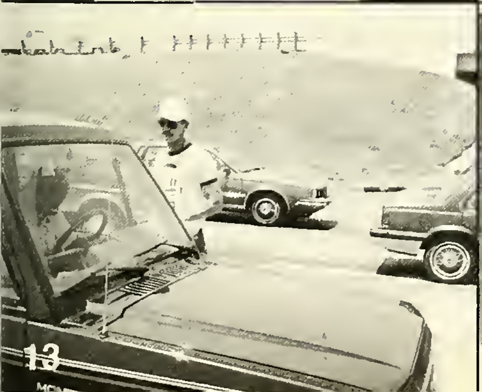
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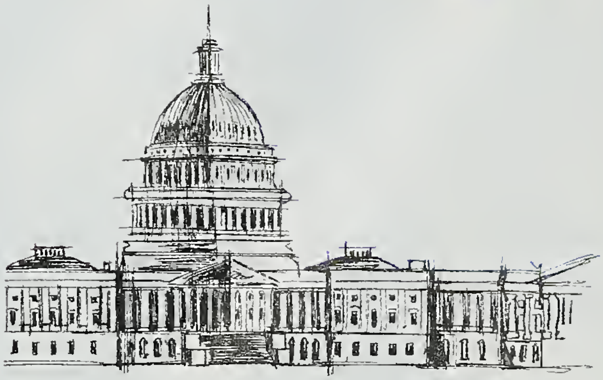
Washington Report



PLANT-CLOSING NOTICE WON

After pleas from Vice President George Bush and Republican congressional leaders, President Reagan let the plant closing bill become law without his signature. He had ten days to sign or veto the bill. Had Reagan vetoed the bill, the issue would have been kept alive into the fall elections with the GOP on the wrong side.

The bill, which polls showed 80% of Americans favoring, also had the two-thirds support needed in the Senate to override another veto.

The bill, which will take effect next Feb. 4, requires companies with 100 or more full-time workers to give 60 days' notice of a plant shutdown or major layoff.

PERPETUAL-NOTICE FLIMFLAM

The plant closing notice bill, which Congress passed by overwhelming veto-proof majorities, is intended to provide a cushion for workers, their families and their communities to adjust to sudden job losses.

But, according to an official of the National Association of Manufacturers, some employers are toying with the idea of including "perpetual notices" of shutdowns or major layoffs with each paycheck. That way, said the NAM, workers would have regular notice that they "might not have a job 60 days down the road." Then they couldn't claim they did not get advance notice.

TOURISM BOOMING

The National Institute of Business Management reports that tourism in the U.S. is booming. Nearly 30 million visitors spent $20 billion in the U.S. last year, a 13.4% gain over 1986.

The declining value of the dollar has made U.S. stores and goods a bargain. Foreigners continue to buy items in our stores, many of which are made abroad, for prices lower than would be found in their own countries. A Volkswagen, for instance, sells for a third less in the U.S. than in Vienna. But foreign manufacturers seem ready to continue to eat their losses in order to maintain market shares.

Currently, the biggest foreign spenders are Canadians, Japanese and Mexicans, but that ranking is likely to change. Japanese tourism is skyrocketing and Germans, French, Italians and Scandinavians are coming in droves.

Analysts expect a 26.6% spending rise and a 32% increase in the number of tourists.

DEFENSE PURCHASES OVERSEAS

The National Council for Industrial Defense has warned that the Defense Dept.'s increasing reliance on overseas manufactures for key parts and components in weapons systems is endangering national security and increasing the nation's vulnerability to foreign military aggression.

Former top U.S. military leaders have tesified in Congress that the problem is so severe that if a war occurred, the U.S. would not be able to sustain military action beyond a 30 to 60 day period. The Council says the Defense Dept.'s procurement arrangements give overseas military suppliers unfair advantages over U.S. bidders.

NUCLEAR ENERGY AFFECTED

Record heat and drought this summer had a noticeable impact on the issue of nuclear energy policy. Brownouts and scattered power shortages in eastern New England and the Mid-Atlantic states in mid-June called attention to the decline of utility capability margins in several U.S. regions.

In testimony before a Senate panel, National Aeronautics and Space Administration scientist Dr. James Hansen said he was "99% certain" the "greenhouse effect", or accumulation in the atmosphere of man-made gases, has caused a global warming trend. This led for calls from the U.S. and other nations to plan on using more nuclear energy over the long term.

While electricity supply was generally sufficient in most regions, demand forced record consumption levels. Arizona's Palo Verde 3 nuclear station set a world record June 30 when it passed its 182 day of continuous operation—the most ever for a nuclear plant during its first year of operation.

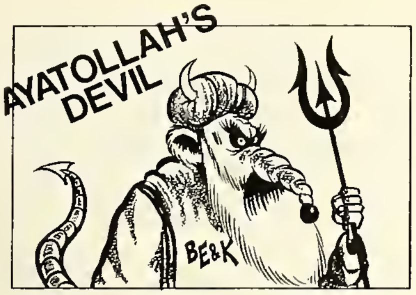
UNION WAGES, BENEFITS

Wages and benefits rose faster during the year ending in June 1988 for union members than non-union workers in the goods-producing sector, the Labor Dept.'s Bureau of Labor Statistics reported.

Wages and employers' cost for benefits for union workers in goods-producing industries rose 5.1% over the year, compared to a 4.6% increase for non-union workers.

The gap between union and non-union workers was wider in manufacturing. Compensation for union workers in manufacturing rose 5.8% over the year, compared to 4.5% for non-union workers. Compensation for blue collar union workers in manufacturing rose 6.0% during the year, compared to 4.3% for blue collar non-union workers.

In service-producing industries, compensation rose 3.1% over the year for union workers, compared to 4.5% for non-union workers.


AYATOLLAH'S DEVIL
BE&K

"We're a devil, like the Ayatollah's devil."
—BE&K's Spokesman Scott Robertson
(*Morning Sentinel*, Waterville, Maine, June 8, 1988)

BE & K Construction acknowledges company's strikebreaking role

"We're a devil, like the Ayatollah's devil." These aren't the words of a crazed Iranian fundamentalist, but rather those of BE&K corporate spokesperson, Scott Robertson. BE&K's Robertson has also acknowledged the construction company's strikebreaking role in response to challenges being raised in communities throughout the country by the Brotherhood's campaign.

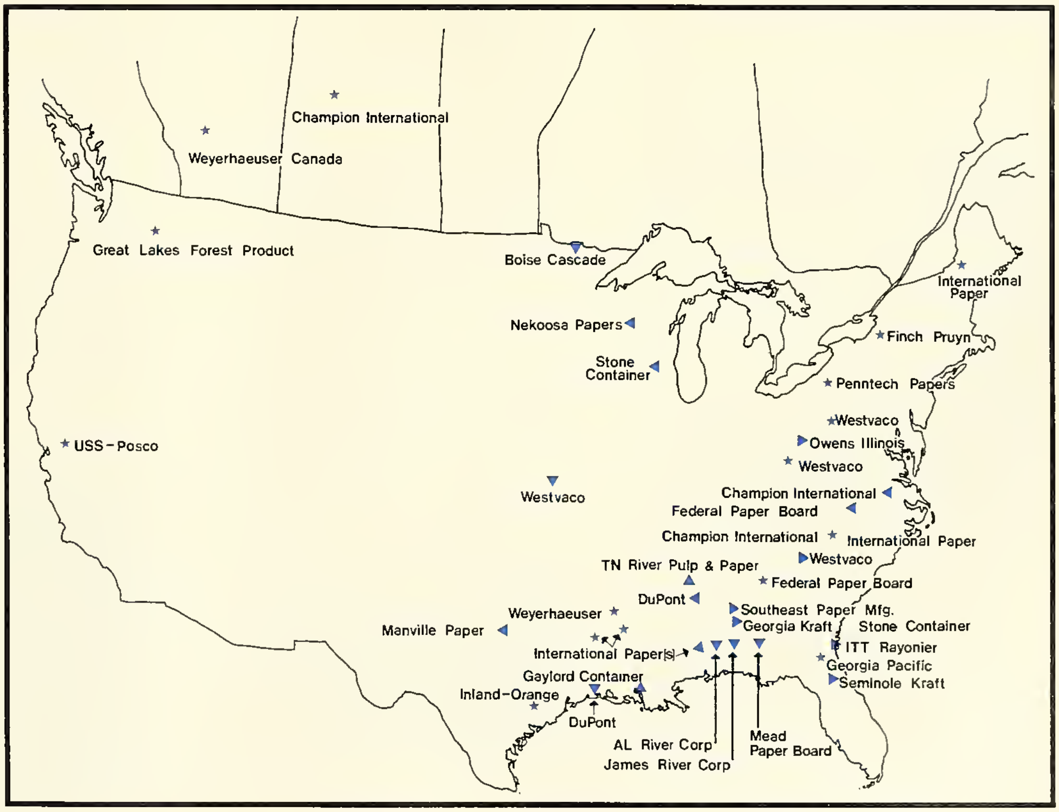
As pressure mounts on BE&K and those companies that have retained the nonunion contractor's services, BE&K has begun an effort to counter the labor attacks. Press statements by BE&K have attempted to diffuse the major issues UBC Representatives are developing against the company in the community-based campaign. Rather than counter the labor claims, the BE&K statements have confirmed the serious charges. On the strikebreaking charge, the company doesn't seem to have developed a consistent line. One statement denied the charge, another admitted it was part of the services they provide paper companies, and yet another indicated that it's a service offered only when good long-term clients request it. The bottom line is they do it.

They also do a number of other things. The company relies almost entirely on a roving band of workers, "road whores, gypsies," as described by one BE&K worker. The flood of out-of-state workers that develops on BE&K jobs has been well-documented by the UBC representatives assigned to the campaign. The out-of-state worker issue has been a potent one in persuading local politicians and businesses that BE&K's presence is a drain on a local economy. While BE&K refutes the charges, BE&K newspaper advertisements seeking workers for a project in Pittsburg, Calif., continue to be run in Tulsa, Okla., and Texas. In the company's employee publication entitled "Job Sight," the company speaks proudly of its "Gold Key" program, which rewards employees who are willing to travel to jobs throughout the country.

One of the best weapons for keeping BE&K off bid lists and driving them out of communities where they are working has been the solidarity between Brotherhood locals, other trades and Paperworker locals. Acrimonious relationships of the past have given way to close working alliances, as the common threat posed by BE&K's anti-worker actions is well understood. Campaign strategies employing aggressive Building Trades' and Paperworker actions have conveyed to paper companies the high costs of doing business with BE&K.

At every level Paperworkers' support for the campaign is strong. The union's general office has made the BE&K campaign a top priority. In numerous

Continued on Page 30


Champion International
Weyerhaeuser Canada
Great Lakes Forest Product
Boise Cascade
International Paper
Nekoosa Papers
Finch Pruyn
Stone Container
Penntech Papers
Westvaco
Owens Illinois
USS-Posco
Westvaco
Westvaco
Champion International
Federal Paper Board
Champion International
International Paper
Westvaco
TN River Pulp & Paper
Federal Paper Board
DuPont
Weyerhaeuser
Southeast Paper Mfg.
Georgia Kraft
Stone Container
Manville Paper
International Paper[s]
ITT Rayonier
Georgia Pacific
Seminole Kraft
Gaylord Container
Inland-Orange
DuPont
AL River Corp
James River Corp
Mead
Paper Board

The stars and pointers in the map at right indicate mill sites where UBC members have initiated anti-BE & K activities. Several Building Trades unions are supporting the effort to alert the public and industry to BE & K's continued anti-union stance.

Political action and you

Get into the action for 1988. UBC political action!

UBC at the Democratic National Convention

Democrats united in Atlanta, Ga., at the 1988 Convention, July 18–21, not only to nominate a presidential candidate that will win in November, but to set new directions for the future. We're happy to report that the UBC was part of that movement. In attendance from our General Office were General President Sigurd Lucassen, General Treasurer and Legislative Director Wayne Pierce, Associate Director for Political and Legislative Affairs Robin Gerber and 14 UBC delegates from throughout the United States.

The week started with a breakfast meeting of the UBC delegates and the general officers at the Hyatt Regency in Atlanta. At the meeting it was agreed that our task was to help nominate someone who would be good for organized labor.

The Dukakis/Bentsen ticket should be a winning team in 1988. The Democratic Party is united . . . this is our year . . . the American people are with us, many labor leaders believe. They are tired and disenchanted with an administration indifferent to their most fundamental goals—safe neighborhoods, affordable housing, quality schools, good jobs, a clean environment, and upward mobility. Republicans claim to want these things. The difference is, we want them for all Americans, not just a privileged few.

The UBC would not officially endorse anyone until the AFL-CIO Executive Council met on Aug. 24 in Washington, D.C. As *Carpenter* goes to press, President Lucassen and General Treasurer/Legislative Director Wayne Pierce plan to be at the general board meeting to represent the UBC in the endorsement process.

The convention showed a unified Democratic Party, and all the major speakers spoke passionately for the needs of all the working people of the U.S.

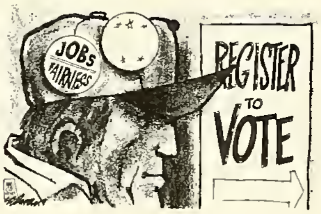
Lucassen and Pierce attended many meetings while at the convention. They reported, "there is a sense of victory in the air". Your job in your area is to individually do everything you can to see that union-friendly, worker-friendly incumbents and candidates are elected at all levels of government this November.

For eight years, the Democratic Party has actively pursued more sensible priorities and dynamic policies for America. The message is finally being heard. Unless we invest more in our human resources, in our key industries, and in our public infrastructure, our standard of living will fall and America will lose its leadership role in the world. That would be a tragedy. Americans can do better than that. And, with your help, we will.

Registration deadlines for Nov. 8 elections

State	Before Election	State	Before Election
Alabama	10 days	Montana	30 days
Alaska	30 days	Nebraska	2nd Friday
Arizona	50 days	Nevada	30 days
Arkansas	20 days	New Hampshire	10 days
California	29 days	New Jersey	29 days
Colorado	25 days	New Mexico	28 days
Connecticut	21 days	New York	30 days
Delaware	23 days	N. Carolina	21 days
D.C.	30 days	North Dakota	None
Florida	30 days	Ohio	30 days
Georgia	30 days	Oklahoma	10 days
Hawaii	30 days	Oregon	21 days
Idaho	10 days-county 17 days-precinct	Pennsylvania	30 days
Illinois	28 days	Puerto Rico	50 days
Indiana	29 days	Rhode Island	30 days
Iowa	10 days-person 15 days-mail	S. Carolina	30 days
Kansas	20 days	South Dakota	15 days
Kentucky	30 days	Tennessee	29 days
Louisiana	24 days	Texas	30 days
Maine	Election Day	Utah	5 days-person 20 days-mail
Maryland	29 days	Vermont	3rd Saturday
Massachusetts	28 days	Virginia	31 days
Michigan	30 days	Washington	30 days
Minnesota	20 days	West Virginia	30 days
Mississippi	30 days	Wisconsin	Election Day 13 days-mail
Missouri	3rd Wednesday	Wyoming	30 days or Election Day

Source: AFL-CIO COPE and League of Women Voters



CORRECTION: Armando Vergara of Monterey Hills, Calif., was inadvertently left out of the delegates to the Democratic Convention list, in the August Carpenter *issue. Also, we incorrectly listed Walter Mabry as a delegate from Minnesota instead of Michigan. The UBC had a total of 14 official convention delegates.*

24-Hour 800 number in Southern California

To encourage more voter registration in the 12 counties of Southern California, the UBC locals and councils have begun a 24-hour, bilingual telephone service. It's particularly of value in getting senior citizens and Hispanic citizens on the voting rolls, but the information service is available to all eligible voters. **The telephone number is 1-800-545-2202.**

CONGRESSIONAL SCOREBOARD

POLYGRAPH TESTING—The truth is out about lie-detectors—they don't work. President Reagan recently signed into law a bill that will severely limit employers from using polygraphs to test employees and job applicants. Under the new law a worker cannot be fired for refusing to take a polygraph test. Employers can be fined up to $10,000 for violating the new law.

PLANT CLOSING—President Reagan, who had vetoed a trade bill because it had plant closing language, allowed a separate bill on plant closing to become law without his signature on Aug. 4, 1988. The Senate and the House had passed the bill by veto-proof margins. The bill provides for sixty-days notice to workers before a plant closing or mass layoff. Employers must now give fair warning to their workers before they face the economic devastation of losing their jobs.

Rep. Bill Ford of Michigan began the fight for plant closing legislation over 15 years ago. Sens. Kennedy and Metzenbaum fought tirelessly in the Senate against Republican efforts to stop the bill. To them, and many others, goes the credit for the first national legislation on plant closing in the U.S. How did your Senator vote? Check the following list. ("R" is right, "W" is wrong, "A" is absent.)

ALABAMA	Heflin (D)	R
	Shelby (D)	R
ALASKA	Murkowski (R)	A
	Stevens (R)	R
ARIZONA	DeConcini (D)	R
	McCain (R)	R
ARKANSAS	Bumpers (D)	R
	Pryor (D)	R
CALIFORNIA	Cranston (D)	R
	Wilson (R)	W
COLORADO	Wirth (D)	R
	Armstrong (R)	W
CONNECTICUT	Dodd (D)	R
	Weicker (R)	R
DELAWARE	Biden (D)	A
	Roth (R)	R
FLORIDA	Chiles (D)	R
	Graham (D)	R
GEORGIA	Fowler (D)	R
	Nunn (D)	R
HAWAII	Inouye (D)	R
	Matsunaga (D)	R
IDAHO	McClure (R)	W
	Symms (R)	W
ILLINOIS	Dixon (D)	R
	Simon (D)	R
INDIANA	Lugar (R)	W
	Quayle (R)	W
IOWA	Harkin (D)	R
	Grassley (R)	W
KANSAS	Dole (R)	W
	Kassebaum (R)	R
KENTUCKY	Ford (D)	R
	McConnell (R)	W
LOUISIANA	Breaux (D)	R
	Johnston (D)	R
MAINE	Mitchell (D)	R
	Cohen (R)	R
MARYLAND	Mikulski (D)	R
	Sarbanes (D)	R
MASSACHUSETTS	Kennedy (D)	R
	Kerry (D)	R
MICHIGAN	Levin (D)	R
	Riegle (D)	R
MINNESOTA	Boschwitz (R)	A
	Durenberger (R)	R
MISSISSIPPI	Stennis (D)	R
	Cochran (R)	W
MISSOURI	Bond (R)	W
	Danforth (R)	R
MONTANA	Baucus (D)	R
	Melcher (D)	R
NEBRASKA	Exon (D)	R
	Karnes (R)	R
NEVADA	Reid (D)	R
	Hecht (R)	A
NEW HAMPSHIRE	Humphrey (R)	W
	Rudman (R)	W
NEW JERSEY	Bradley (D)	R
	Lautenberg (D)	R
NEW MEXICO	Bingaman (D)	R
	Domenici (R)	W
NEW YORK	Moynihan (D)	R
	D'Amato (R)	R
NORTH CAROLINA	Sanford (D)	R
	Helms (R)	A
NORTH DAKOTA	Burdick (D)	R
	Conrad (D)	R
OHIO	Glenn (D)	R
	Metzenbaum (D)	R
OKLAHOMA	Boren (D)	R
	Nickles (R)	W
OREGON	Hatfield (R)	R
	Packwood (R)	R
PENNSYLVANIA	Heinz (R)	R
	Specter (R)	R
RHODE ISLAND	Pell (D)	R
	Chafee (R)	R
SOUTH CAROLINA	Hollings (D)	R
	Thurmond (R)	W
SOUTH DAKOTA	Daschle (D)	R
	Pressler (R)	W
TENNESSEE	Gore (D)	R
	Sasser (D)	R
TEXAS	Bentsen (D)	R
	Gramm (R)	W
UTAH	Garn (R)	W
	Hatch (R)	W
VERMONT	Leahy (D)	R
	Stafford (R)	R
VIRGINIA	Trible (R)	W
	Warner (R)	R
WASHINGTON	Adams (D)	R
	Evans (R)	W
WEST VIRGINIA	Byrd (D)	R
	Rockefeller (D)	R
WISCONSIN	Proxmire (D)	R
	Kasten (R)	R
WYOMING	Simpson (R)	R
	Wallop (R)	W

Urgent call for CLIC cash!

This month you will be receiving an urgent letter from the General President explaining the crisis we are facing after eight years of an anti-worker, anti-union administration. The Democrats have a tremendous opportunity to win back the White House and add new pro-labor friends in the 1988 House and Senate. But we must have your help now. The general president's letter will ask you to contribute to CLIC—the Carpenter's Legislative Improvement Committee. CLIC supports candidates from both parties who support UBC legislative priorities. Your contribution to CLIC is most important NOW. Help CLIC today, so that we can fight for your rights in the next Congress.

•

Contributions to CLIC are not deductible as charitable contributions for federal income tax purposes.

Sixteen-month-old Lily Adams, daughter of Service Employees organizers Cecile Richards and Kirk Adams, gets a ride from her grandmother, Texas state treasurer Ann Richards, who gave the keynote address at the Democratic National Convention in Atlanta. This "nearly perfect" baby, often attends organizing meetings, rallies and picket lines in the Los Angeles area with her mom, an organizing director for SEIU and her dad, an international organizer for the SEIU.

Many retirees among the recent contributors to CLIC

Recent contributors to CLIC include: Bertis Watkins, Local 1437 retiree, Wofford Heights, Calif.; Sture Peterson, Local 1397 retiree, South Dayton, Fla.; Fernando McNamee, Local 122, Philadelphia, Pa.; John Cappelletti, Local 1906 retiree, Philadelphia, Pa.; Thomas B. Clark, Local 1408 retiree, Redwood City, Calif.; William Wood, Local 17 retiree, New York City, N.Y.; Lee Renshaw, Local 212 retiree, Pierpont, Ohio; Richard Houk, Local 1914, Phoenix, Ariz.; John P. Campbell, Local 131, Mariposa, Calif.; Justus P. Bailey, Local 125 retiree, Tallahassee, Fla.; I. Marchlewicz, Local 626 retiree, Wilmington, Del.; Domenico Antonacci, Local 135, Hicksville, N.Y.; Robert Brown, Local 740, Ozone Park, N.Y.; Jasper A. Wooding, Local 1622 retiree, Vallejo, Calif.; Thomas Kay, Local 359 retiree, Morrisville, Pa.

Ottawa Report

WAGE DISCONTENT GROWS

A recent nationwide survey showed 44% of all unionized workers in Canada are ready to strike for higher wages.

A breakdown of that figure reveals 50% of private sector unions and 41% of public sector unions are willing to strike.

The survey shows strikes are most likely to occur in Toronto, where 69% are prepared to strike, and British Columbia, with 59%.

The poll of 2,053 adult Canadians was conducted June 9–27 and included 1,228 full and part-time workers along with 389 members of public and private unions.

The survey identified three areas contributing to labor's unrest: a decline in wage satisfaction, dissatisfaction with wage gains in relation to the cost of living and expectations of small pay increases over the next year.

Currently, close to half the labor force expects their next raise to be at or below the current inflation rate of 4%.

HEALTH-SAFETY CENTRE ACTION

Funding for the Canadian Centre for Occupational Health and Safety was recently increased by $1.7 million, raising the centre's budget to $9.7 million for the 1988–89 fiscal year.

The action was in line with Resolution 29, introduced by British Columbia locals at the 1986 UBC general convention in Toronto, which called for the Canadian government to continue to provide the center with sufficient federal funding for research on toxic substances and their effects on workers. The resolution was adopted by the 35th General Convention.

The increase in funds will allow for the hiring of additional staff members to help with the tremendous growth of the center's information services.

The staff can now be increased to its full complement of 148, the level made possible by parliamentary funding in 1948. That increase was never fully implemented until now.

Since its formation in 1980, the center has increased the activities of its information service from a response to 552 inquiries in 1980 to a response to 107,317 inquiries in 1988.

ASBESTOS CONVENTION

The secretary of state for external affairs, Joe Clark, and the minister of labor, Pierre Cadieux, recently announced Canada's ratification of the International Labor Organization's Convention on Safety in the Use of Asbestos.

Minister Cadieux described the ratification as a concrete example of his government's strong support for the protection of asbestos workers in Canada and around the world.

The convention, which provides strict guidelines for protecting workers against asbestos exposure in the workplace, was adopted by the ILO in 1986. Canada and most other industrialized countries already meet the main requirements of the convention, but new, stricter regulations, including one on the spraying of asbestos, will be implemented. The provisions will take effect in Canada one year after ratification.

The convention will now become part of the International Labor Code.

RANDOM-SEARCH DECISION

An arbitrator has ruled that random searches of employees lunch boxes and garment bags do not constitute a violation of personal privacy, "nor an indignity perpetrated on employees."

The searches, which took place at Stelco Inc., were applied without bias to hourly rated workers, salaried employees and employees of outside contractors.

The arbitrator, a law professor from McMaster University Law School, said, because daily random searches were conducted for at least five years, they represented an implied condition of employment.

Random searches of employee property has increasingly become an issue of controversy. Colin Benning, chairman of the Commercial Security Association Inc., said current arbitration decisions appear to support searches if the employer can prove he has reasonable grounds or if they have been an established practice. However, it may be difficult for employers to introduce random searches if it is a new practice.

MANITOBA CUTS GRANT

Manitoba's Progressive Conservative government has dropped a $235,000 a year grant for a Winnipeg-based labor education centre. The grant has been the centre's sole source of funding for the past six years.

This came after the federal Conservative government's promise in 1986 to provide $4.7 million annually over five years to the Canadian Labor Congress for labor education.

The centre, which originated in 1979, provided health and safety training to workers, researched labor history and provided information to non-labor organizations.

"Simply seeing the labor education centre as an easy way of somehow perhaps attacking the labor movement misses the point that it served more than labor," said Nolan Reilly, a University of Winnipeg historian who worked at the centre.

Mill-cabinet meet in St. Louis covers four districts

The second in a series of UBC mill-cabinet conferences was held recently in St. Louis, Mo., bringing together 30 representatives of mill-cabinet local unions from many southern and central states.

The gathering gave impetus to the work of the national UBC Mill-Cabinet Conference Board, formed last year to give local leaders a greater awareness of their mutual problems in the architectural and store-fixtures industry.

The Brotherhood plans to step up its organizing activities in the custom mill-cabinet industry.

The St. Louis meeting drew mill-cabinet representatives from the 3rd, 4th, 5th and 6th Districts. Sixth District Board Member Fred Carter participated, as did Walter Malakoff and Timothy Sears of the General Offices and Len Terbrock, executive secretary of the St. Louis District Council.

Participants in the St. Louis sessions were: Seated from left, Al Kasmer Jr., Chicago and Northeast Illinois District Council; James Kasmer, Local 1027, River Forest, Ill.; Richard Mercatoris, Local 1027; Edward Rylands, Local 1583, Englewood, Colo.; Lyle Wing, Milwaukee and Southeast District Council; Jerry Rhoads, Mid-central Illinois District Council; Adolph Little Jr., Local 724, Houston, Texas; Joe Gambino, Local 1453, Detroit, Mich.; Dan Molchan, Local 509, Cleveland, Ohio; Glen Jackson, St. Louis District Council; 6th District Board Member Fred Carter; Bill Steinkamp, St. Louis Council; Pat Sweeney, St. Louis; Carmelo Caputa and Leonard Terbrock, St. Louis. Standing, from left, are Bruce Baier, Midwest Industrial Council; Peter Budge, Local 1865, Minneapolis, Minn.; Greg Nickloy, Ohio Industrial Council; Tom Eversmann, Local 295, Collinsville, Ill.; Jim Dalluge, Decatur, Illinois; Dean Frey, Northwest Illinois District Council; Dan Forbis, Kentucky State Council; Dave Langston, Kansas City District Council; Joe Talkington, Central Indiana District Council; Larry Hujo, Kentucky State Council; Mark Hill, Local 1366, Quincy, Ill.; Ibrahin Leon, South Florida District Council; Timothy Sears and Wally Mallakoff, UBC General Offices.

SCIW Convention in Biloxi establishes convention fund

Delegates to the UBC Southern Council of Industrial Workers convention, June 16–18 in Biloxi, Miss., approved a resolution to establish a convention fund. This fund will be used to increase participation by local unions at future UBC general conventions and SCIW conventions. "Now that the fund is created," said Ray White, Executive Secretary of the SCIW, "it's up to each local to vote on joining. We're looking for ways to get more of our local union leaders involved in the union's decision-making process and this fund will help do that."

In other convention business the 86 delegates divided into industry workshops to discuss local problems, technology changes being introduced in the mills and collective bargaining strategies. The workshops covered forest products, flooring and furniture.

"These discussions are very important to our delegates," said Ray White, "because bargaining agendas and tactics are formed. The results of these sessions will guide us through the next round of negotiations."

Paul Snyder, president of the Western Council of Industrial Workers based in Portland, Ore., attended the covention to report on strikes being conducted against Boise Cascade, Champion and Willamette Industries in western wood products plants. SCIW delegates who work for those same companies in southern operations met later with Snyder and White to discuss mutual support activities for the West Coast strikers.

Wayne Dowdy, Democratic candidate for the Senate from Mississippi, addressed the convention and received a standing ovation. Dowdy, presently a member of the U.S. House of Representatives, has been a long-time friend of working people and the trade union movement. The delegates passed a resolutuion supporting Dowdy's Senate campaign and pledged to work hard for his election.

Second Vice President Dean Sooter and Director of Organization Michael P. Fishman were special convention guests. Sooter said in his remarks that he was extremely satisfied to see the growth and progress made by the Southern Council during the last several years. He noted that in just a few short years capable leadership has moved the council to a position of harmony and cooperation with all sections of the Carpenters Union. "Our southern members become the big winners," he concluded, "as the council becomes a more positive and powerful force in the conduct of coordinated bargaining programs."

SOUTHERN COUNCIL
INDUSTRIAL WORKERS
CONVENTION

Lee Glenn, chairman of the by-laws committee, at the podium, presents recommendations to the SCIW Convention. At the head table are, left to right, Roddie Varnado, co-chair of by-laws committee; Henry Long, president, SCIW, and Ray White, executive secretary, SCIW.

Eighty-six delegates from 12 Southern states attended the Southern Council of Industrial Workers Convention in Biloxi. They voted to establish a convention fund to enable greater local union participation in future conventions.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

BROWARD ARCH OF TRIUMPH

Walk
America
Ft. Lauderdale, FL.
PAINTERS LOCAL
160

Local 123, Broward County, Fla., recently helped sponsor the March of Dimes "Walk America" fund raiser in Fort Lauderdale, Fla.

The Broward County JATC and Painters Local 160 joined forces to construct, paint and letter the Arch of Triumph which was used to mark the finish line of the 20K walk.

ROSS SCHOLAR

Melinda Robbins, the first recipient of the Lincoln Ross Memorial Scholarship fund, accepted a check from Lou Bradley, business representative, Local 1338, Charlottetown, Prince Edward Island.

Robbins, a business administration student at the University of Prince Edward Island, is the daughter of Mr. and Mrs. Elwood Robbins.

The Lincoln Ross Memorial Scholarship fund grants up to four scholarships each year to a member or the dependent of a member of Local 1338.

HOLIDAY TURKEYS

The Baltimore, Md., District Council of Carpenters helped make Christmas merrier for 94 area families by donating time and money to the AFL-CIO Community Services Christmas Basket Program. Most of the families served were those whose resources were exhausted due to illness or unemployment. In a display of solidarity, 41 unions pitched in and provided each family a turkey dinner with all the trimmings, toys, presents and a small check.

AFL-CIO Community Services is a United Way Agency affiliated with the Metropolitan Baltimore Council of AFL-CIO unions. The service assists working people who are experiencing difficulties ranging from financial hardship to emotional problems.

FOOD BANK OFFICE

On the door of an attractively paneled and carpeted office at the Bethlehem Center food bank in Carol Stream, Ill., hangs a plaque that says, "This room is dedicated to Joe Holdmann in appreciation for his labor of love."

Holdmann, a retired member of Local 558, Elmhurst, Ill., donated over 823 hours of labor to construct the much needed office for the clearinghouse food distribution center.

Holdmann has been involved with the center since it opened in May 1983. In addition to building the office addition, he also constructed a stairway and was able to increase the total usable space by over 750 square feet.

"Anybody can give their skills to charities . . . even after they're retired. At Bethlehem Center, I used the skills I learned as a union carpenter," said Holdmann.

Sister Rosemary of the Bethlehem Center food bank presents Joe Holdmann with a plaque of appreciation. The union carpenter donated over 823 hours of labor to build an office for the center.

HOSPITAL FUNDS

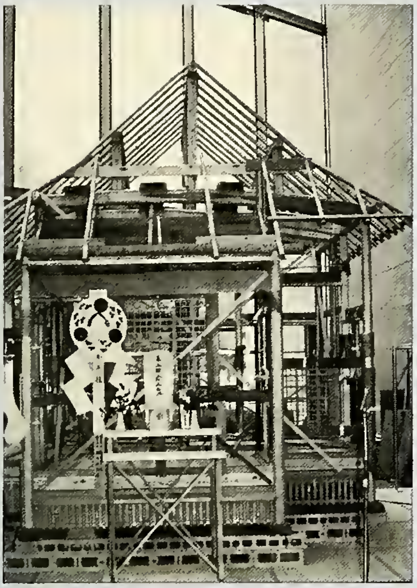
The publicity committee of Local 1588, Halifax, Nova Scotia, recently decided to show support for the Isaac Walton Killam Hospital for Sick Children, by way of a campaign to raise money for the Hospital. The project involved ticket sales on a china cabinet, built by members of Local 1588. The cabinet was built by Gerard Boudreau, Joe Candelora and Mike Campbell.

The local union hopes to raise between $4000 and $5000 for the hospital, and 70 to 80 members are selling tickets during the fund-raising campaign.

MASONIC HONOR

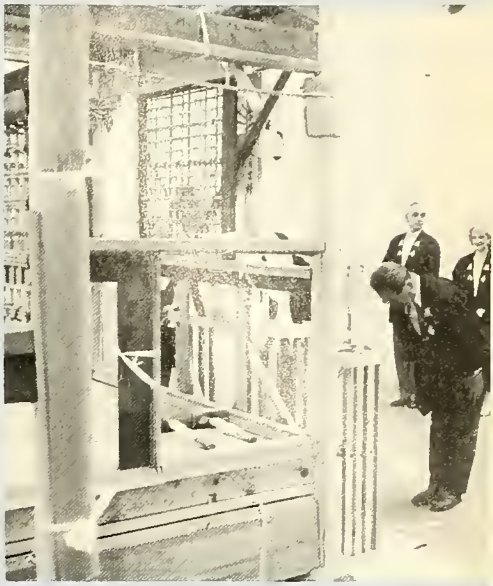
Business Representative Melvin Eckhaus, Local 135, New York, N.Y., was recently honored during a testimonial dinner at the conclusion of his term as District Deputy Grand Master of the Sixth Manhattan District of Masons of the State of New York.

ECKHAUS



■ *The Ennan Tea House, on display in the East Building of the National Gallery of Art, is part of the largest exhibit of Japanese national treasures ever presented in the West or in Japan.*

■ *Ko Minamide and Takashi Kimura, carpenters from Kyoto, place a gohei at the top of the pitched roof during the dedication ceremony. The gohei is said to purify and protect construction workers.*



■ *Gallery officials and representatives of Japanese firms sponsoring the exhibition take part in the tea ceremony and dedication. Upon completion, visitors will be able to participate in tea ceremonies.*

East meets West in an exchange of carpentry, joinery and art

Japanese carpenters recently met with union carpenters from the Washington, D.C. District Council during the dedication of a Japanese tea house in the East Building of the National Gallery of Art in Washington, D.C.

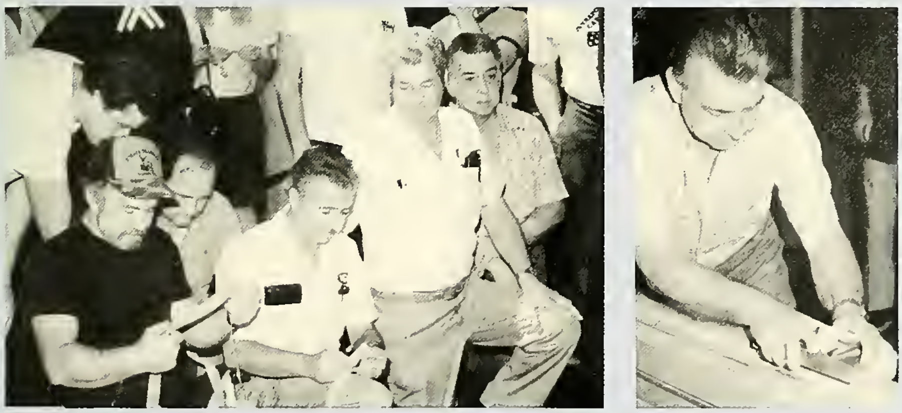
The Ennan Tea House is part of a new exhibition that will open this fall at the Gallery. The exhibit, "Japan: Shaping of Daimyo Culture, 1185–1868," will give visitors a chance to view an unprecedented number of objects viewed as Japanese national treasures, important cultural properties and important art objects in the largest exhibition of its kind ever presented in the West or even in Japan.

A team of carpenters from Kyoto assembled the teahouse which was shipped in parts from Japan to Washington. The Ennan Tea House is a replica of one in Kyoto designed in the early 1600's by a daimyo or feudal lord who was a tea master.

In a topping out ceremony, a long wooden plank with a white-painted female face was placed at the top of the pitched roof. The plank or gohei is said to have the power to purify and protect workers during construction. A thatched roof was added to the frame in late August and, later, plasterers will fill

Continued on Page 30

Union carpenters who work at the National Gallery of Art turned out to watch the Japanese craftsmen and to join a skills competition between some of their co-workers and the visitors. Members from Local 132, Washington, D.C.; 1126, Annapolis, Md.; 1665, Alexandria, Va.; and 1590, Washington, D.C. who attended the dedication ceremony included, from left, Frank Brookley Jr., Local 132; Bob Adair, Local 1590; Bob Stewart, Local 132; Trent Perry, Local 132; Randy Payne, foreman for Local 132; Ken Sisk, Local 1590, Doug Valentine, Local 132; Billy Keeley, Local 1590; Frank Brookley Sr., Local 132; Richard Peix, Local 1126; Tom Piddington, Local 1665; Lester Dumont, Local 1590, and Bill Wilson, Local 1126.



■ *Frank Brookley Sr., Local 132, Washington, D.C., tries his hand at planing wood with a Japanese tool, as his fellow American carpenters examine the delicate, paper thin wood shavings from the planing. Japanese carpenters and joiners call their tools "dogu," which has no equivalent in any other language but means "instruments of the Way" of carpentry.*

Members In The News

Vealey stops robbery

"I'm just a union carpenter doing what's right," said Greg Vealey, member of Local 255, Bloomington, N.Y.

This was certainly true Feb. 16, when Vealey went out of his way to stop the robbery of a neighbor's house.

Vealey was on his way to work when he saw a man carrying things from a neighbor's unoccupied house. Vealey used his car as a roadblock to prevent the man from leaving and asked him what he was doing.

"He got very upset and told me to move my car," Vealey said. "Then he reached in my car and grabbed a hammer out of a tool bucket. He raised it and confronted me with it."

Vealey managed to wrestle the hammer away, locked his car and ran home to call the police. When he returned to the scene the suspect had managed to back his car out trying to escape, but was stuck in the snow.

Vealey confronted the man again and told him the police were coming, prompting the suspect to flee into the woods.

The police's search and interviews resulted in two men being arrested and charged.

Vealey was congratulated by the police, and the town of Deerpark, N.Y., awarded him their first certificate of appreciation for his heroic actions.

In the accompanying picture Greg Vealey holds the certificate of appreciation awarded to him by the town of Deerpark, N.Y.

VALLEY
CARPENTERS
L.U. 255

Lawrence wins benchpress

Photo by Dee Ann Hibbard, Kodiak, Alaska, *Daily Mirror*

Tim Lawrence, member of Local 2162, Kodiak, Alaska, shown at left above, won the weightlifters' Class I division benchpress competition at Doc's Nautilus and Fitness Center in mid-March. For the competition, men benchpressed their own weight as many times as possible. Beside Lawrence are other winners in the Kodiak competition.

Union men stop girl's attacker

The St. Louis, Mo., Police Department recently commended Bennet Jones, left, Carpenters Local 1739, Kirkwood, Mo., and Charles Dotson, Laborers Local 42, for their heroic actions which stopped an attack on a 16-year-old girl.

The two were about to report for work at the A.G. Edwards North Corporate Tower project when a woman ran up and asked them to help a girl who was being attacked at a bus stop a block away. Jones and Dotson ran to the bus stop and saw a man attacking a girl in a nearby alley. The two chased the attacker away, and later he was apprehended near the scene by the police and charged with the attack.

The police said the suspect had been convicted last summer of third degree assault in a rape case.

Underwater rock buster

Last February, Philip Spinale, a 31-year-old member of Pile Drivers, Dock Builders and Divers Local 56, Boston, Mass., strapped on about 100 pounds of weights and equipment and jumped into the cold waters of Boston's inner harbor, sinking 25 feet to the bottom.

Tim Tobey, his tender, lowered a 50-pound hydraulic drill, and Spinale began hammering away at a huge chunk of stone underneath the city's new container wharf. Marine engineers were worried that large freighters might get hung up on the rock at low tide, so Lor-Cor, a company specializing in underwater construction, was called in, and the union assigned Spinale and Tobey to the job.

Amy Sweeney, photographer for the *Gloucester Times* was on hand to witness Spinale's plunge into the deep and recorded the accompanying pictures.

Spinale said that the drill kicked up so much mud and sludge that he often had to feel his way along the big rock in order to get the job done. He used a splitting machine, which was inserted into pre-drilled holes, the trigger pulled and two steel "spreaders" moved out, breaking away the rock.

The rock couldn't be blasted away, because that might have damaged the new wharf, so the way Spinale and Tobey did it worked out fine.

Photos by Amy Sweeney, *Gloucester Times*

CONSUMER CLIPBOARD

The life expectancy of your paper money

Hard-earned dollar bills need tender, loving care, especially if they go into a bar.

By DONALD SMITH
National Geographic News Service

Americans may find their $1 bills a tad limper, now that summer's almost over—especially those that have passed across a New Orleans bar.

But those crisp fives, 10s, and 20s that come slipping out of automatic teller machines should be starchier than ever.

Automatic tellers don't perform very well with crinkled money. With an estimated 68,000 such machines now in service nationwide and 73,000 expected by year's end, the Federal Reserve Board recently raised the quality of its folding money.

But even higher-quality greenbacks eventually wear out. When they do, their last stop is a currency shredder at one of the nation's 37 Federal Reserve banks.

"Every time a bill passes through one of these banks, it goes through a high-speed machine that counts it, determines if it's counterfeit, and evaluates its quality," Rose Pianalto, a senior currency analyst at the Fed, tells National Geographic News Service. "The ones that don't meet the standard get shredded on the spot."

Dollar bills deteriorate more than higher denominations before they're withdrawn, because they're generally not deposited in Federal Reserve banks as often, thus postponing the day of reckoning.

Neverthless, ones still have the shortest lifespan of any bills. In 1983, the last year a study was made, $1 bills lasted an average of only 18 months before getting caught in the Fed's version of the guillotine. Fives and 10s lasted about two years each; 20s, about three. In contrast, $100 bills survived about 13 years.

During the summer, the linen-laced material of which bills are made absorbs moisture from the air and becomes limper. Dollar bills that have been around a while look worse when they're damp; and the problem is especially acute in Southern cities with high humidity, such as New Orleans.

"We kid the people down there about their money," says Pianalto. "They seem to go through it faster than anybody."

Bars are exceptionally hard on currency. This apparently has to do with the cavalier attitude many bar patrons exhibit toward their money—crushing it into their pockets, for example, or tossing it on the bar. Inevitably, it drops into a variety of liquids.

After a weekend on the town in New Orleans, an aging, waterlogged greenback is a prime candidate for the shredder.

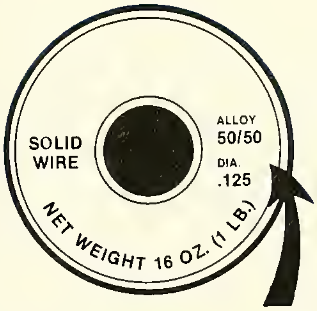
Don't use solder that contains lead for work on drinking water systems

Consumers who do minor repairs of plumbing in drinking water systems should stop using solder that contains lead. Lead can leach from the solder and cause a health hazard when ingested.

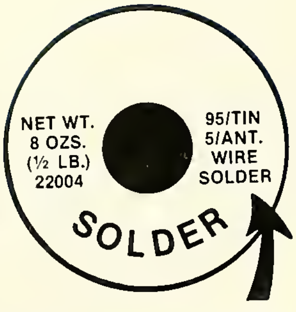
Too much lead in the body can cause serious damage to the brain, kidneys, nervous system and red blood cells. At greatest risk are young children and pregnant women. The recent amendments to the Safe Drinking Water Act require the use of "lead-free" pipe, solder, and flux in the installation or repair of any public water system, or any plumbing in a residential or nonresidential facility connected to a public water system.

Do not use lead-containing solder for plumbing in drinking water systems. Effective June 19, 1988, the U.S. Consumer Product Safety Commission will enforce the Federal Hazardous Substances Act's requirement that all solders that contain more than 0.2% lead must be labeled with this warning:

> **WARNING: CONTAINS (more than 0.2 percent) LEAD.**
> **The use of this solder to make joints or fittings in any private or public potable water supply system is prohibited.**



In the past, solder normally contained about 50% lead. The use in drinking water systems of solder labeled like this is prohibited by federal law.



Now, there is solder on the market made from tin and antimony. Use this "lead-free" solder for plumbing in drinking water systems.

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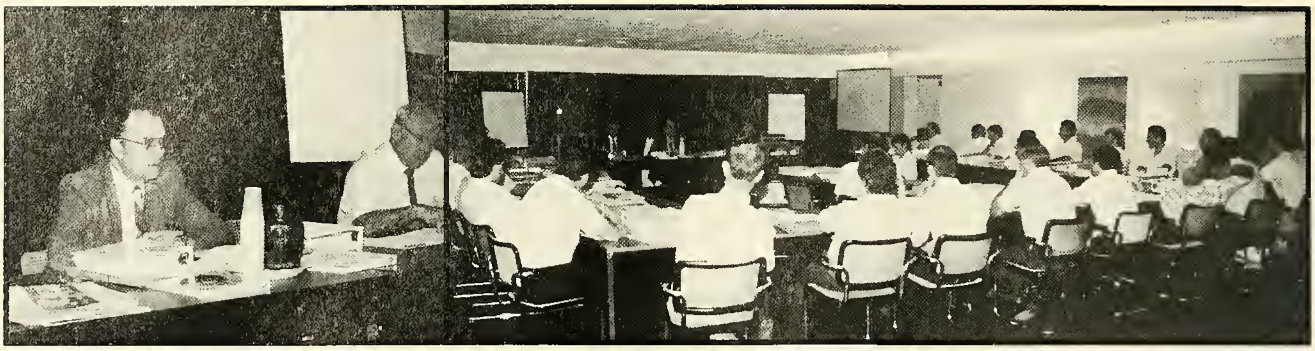


General President Sigurd Lucassen speaks to the group at the opening session of the week-long seminar.

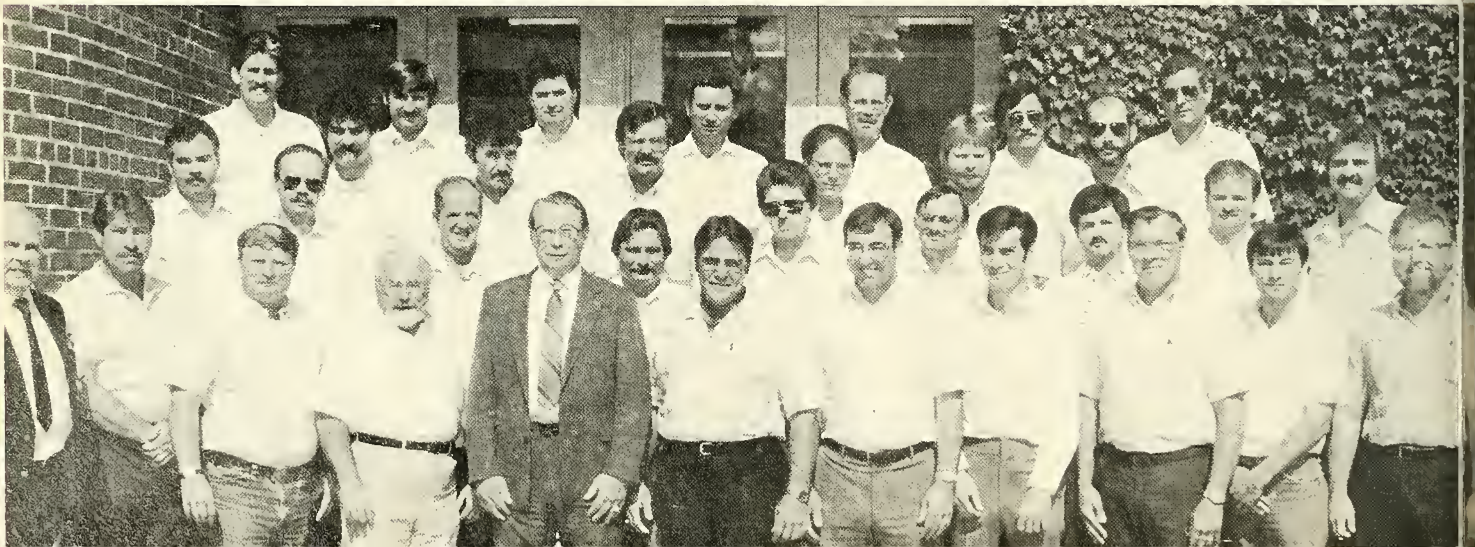
Seminar for full-time construction local officers and business representatives at Meany Center

A training seminar for full-time officers and business representatives of UBC construction locals was held July 24–29 at the George Meany Labor Studies Center in Silver Spring, Md., outside Washington, D.C.

Thirty-one local and council officers participated in week-long sessions. The seminar was designed to acquaint the participants with the duties and responsibilities of their offices. It was under the supervision of Second General Vice President Dean Sooter, working with staff representatives Edward J. Hahn and James Davis. General President Sigurd Lucassen spoke to the group on opening day, as did First General Vice President John Pruitt.

Those participating in the seminar included:

Ronald Barnard, assistant business representative, Local 1780, Las Vegas, Nev.
Jay C. Bayles, business representative, South Florida District Council, Hialeah, Fla.
Robert W. Bernius, business representative, Northwest Ohio District Council, Toledo, Ohio.
Wayne Boothe, business representative, Local 943, Tulsa, Okla.
Merle E. Burger, assistant business representative, Local 66, Olean, N.Y.
Jimmy T. Burgess, assistant business representative, Local 223, Nashville, Tenn.
Frank J. Coonan, business representative, Local 1144, Seattle, Wash.
Kenneth E. Doud Jr., business representative, Local 2279, Lawrence, Kans.
Paul M. Gallant, business representative, Local 407, Lewiston, Maine.
Lawrence F. Heuler, assistant business representative, Local 740, Brooklyn, N.Y.
Chris Chudy, business representative. Local 1463, Omaha, Neb.
Robert A. Hofmeister, assistant business representative, Local 1780, Las Vegas, Nev.
Edward L. Holladay, business representative, South Florida District Council, Ft. Lauderdale, Fla.
Earl Kanatzar, business representative, Local 1445, Topeka, Kans.
Kenneth Kestel, organizer, Local 1906, Philadelphia, Pa.
Rick Ketchum, business representative, Northwest Illinois District Council, Dixon, Ill.
D. Bruce King, business representative, Local 621, Brewer, Maine.
James Kruspe, assistant business representative, Local 242, Riverside, Ill.
William P. Lamb, business representative, Local 1871, Cleveland, Ohio.
Marvin Maxwell, business representative, Mid-Central Illinois District Council, Springfield, Ill.
Michael McCarron, business representative, Local 1506, Los Angeles, Calif.
Gary Mesko, business representative, Northeast Ohio District Council, Akron, Ohio.
G. Bruce Morris, business representative, Western Montana District Council, Missoula, Mont.
Ronald E. Pettigrew, assistant business representative, Local 2264, Pittsburgh, Pa.
Robert Quanstrom, assistant business representative, Local 1, Chicago, Ill.
Jerry Rhoades, business representative, Mid-Central Illinois District Council, Springfield, Ill.
Walter C. Ricklefs, business representative, Local 918, Manhattan, Kans.
Robert Shafer, assistant business representative, Local 106, Des Moines, Iowa.
Dwight Smith, business representative, Northwest Ohio District Council, Toledo, Ohio.
Charles Vealey III, assistant business representative, Hudson Valley District Council, Bloomingburg, N.Y.
Chris Westmoreland, business representative, Local 1506, Los Angeles, Calif.



LOCAL UNION NEWS

Steward training, L.A. Local 1506

Carpenters Local 1506, Los Angeles, recently conducted a series of steward training seminars to update its members on the union's activities and craft work in the construction industry. Sessions were held May 20, June 17 and July 15.

In addition to the participants shown in the accompanying pictures, the following members also attended: Paul Falassi, Perry Hawk, Richard Zila, Shawn Bowman, Larry Olson, Joe Pucciarella, Kurt Anderson, Herman Cooks, Stuart Mitchell and John Kwitoski.

Steward training at Local 1506, Los Angeles, on May 20, included from left, seated, Horacio Grana, Derek Warner, Jose Perez and Ron Martyn. Standing from left, Jan Douglas, Tom Argo, Tony Messenger, William McElroy and Dave Sanchez.

Stewards participating in the training program at Local 1506, Los Angeles, on June 17, included from left to right, Ben Rodriguez, Jesse Lane, Richard Ludt, Manuel Carrasco, George Metsopulos, Business Representative Edward Schrody, Curtis Morgan, Orville Swanston, Antonio Scolari, Miguel Abad and Organizer Mike McCarron.

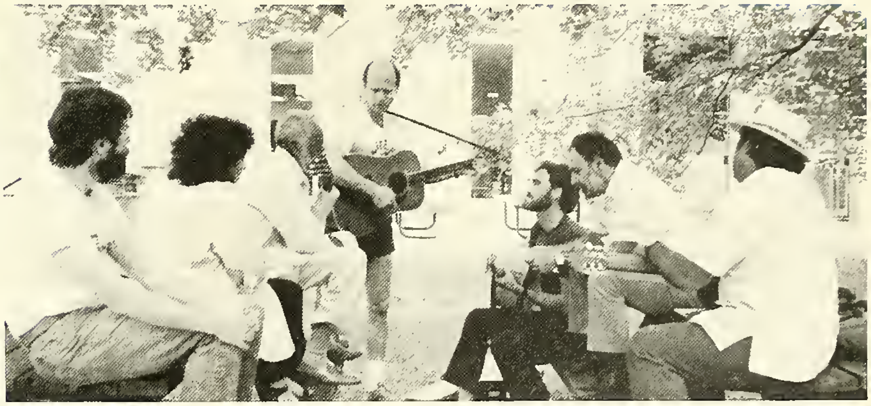
State Partnership on North Shore

North Shore, Mass., Carpenters Local 815 has received a $26,000 challenge grant from the state Housing Partnership in an effort to address the Commonwealth's housing needs and broaden opportunities for affordable housing.

North Shore Carpenters, a union of over 300 skilled craftsmen, has been involved in residential and commercial construction on the North Shore since the turn of the century. The union will use the funding to develop case studies of union participation in the development and financing of affordable housing around the region. The information will be compiled into a manual and distributed to Massachusetts unions and pension fund managers at an educational conference to be organized at the conclusion of the grant period. The conference will stimulate increased union involvement in developing and financing affordable housing in Massachusetts communities.

Currently Local 815 is promoting the housing partnership with a brochure entitled, "Union Built Is Better."

BC musician joins Labor Arts Exchange



Some of the top labor troubadours—singers, musicians, song writers and variety entertainers—converge on the George Meany Labor Studies Center each summer for the Great Labor Arts Exchange, a gathering sponsored by the Labor Heritage Foundation. One of the participants this year was Phil Vernon of UBC Local 452, Vancouver, B.C., and Musicians Local 145, shown with his guitar, above, who traveled across the continent to join the songfests. Taping his songs and listening attentively was a group of other labor entertainers, including John Handcox, author of the labor standard, "Roll the Union On," who was once a member of the United Brotherhood.

Convention framed

Carmine Caccamo, Local 255, Bloomingburg, N.Y., center, holds one of the hand-carved picture frames he donated to his local to hold photos of the 35th General Convention. With him are Local 255 President Terpening and Hudson Valley Council President Charles Vealey.

Caccamo took up wood carving after he was disabled in an on-the-job accident. The finely detailed miniature tools on the frames took months to carve, and Caccamo used tools he made himself, which range from 1/16 inch to two inches.

South Florida VOC construction industry organizing seminar

Recently the voluntary organizing committee of the South Florida Carpenters' District Council sponsored an organizing seminar for council staff and interested members.

The seminar agenda, conducted by Florida International University Center for Labor Research and Studies, was tailored for construction industry conditions experienced in South Florida.

The seven-hour seminar included instruction on the importance of new membership, political organizing, one-on-one communication skills, brainstorming for ideas and solutions, and the hows and whys of surveying.

Featured speakers were Guillermo Grenier, director of CLR&S; Andy Banks, assistant director of CLR&S; Frank Jackalone, director of the Florida Consumers Federation; and Mindy Linetsky, FCF.

A certificate of completion was awarded to 17 staff workers and 20 members. As a follow through to the seminar, participants were assigned to conduct an issue survey among working members and register 10 new voters.

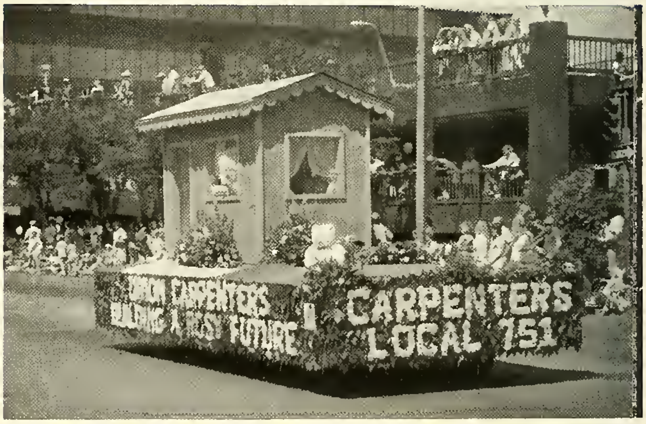
The South Florida VOC seminar in session at the Florida International University.

Astroturf for the Astrodome

Union skills helped install the new Astroturf in the Houston Astrodome. Bernard Garner, superintendent for Astroturf Industries, said United Brotherhood members accomplished the installation job in record time.

UBC members who worked on the project were Linden McGraw, James Cupp, Robert Grimes, L.S. "Shotgun" Willett, Charles Srendsen, Vernon Keevan, C.L. Hammontree, Billy Gilliam, Cleveland Narcisse, Joe Voyles, Michael Reynolds, Roy Hankins, Richard Eisenbeis, Michael Hynek, Dennis Arnold, Gary Van Booden, Robert Cole, Sandy Baker, Sandra Parker, Derrell Samples, Kendrick Cody, Thelbart Kidd, Aaron Quiroga, Tim Smugala, Ricky Vernon, Larry Jackson, Billy Bollinger, Merlin Cryer and Ricky Jackson.

First place in Santa Rosa parade



A first place trophy and $200 were presented to members of Local 751, Santa Rosa, Calif., for a float they entered in the 39th Luther Burbank Rose Parade.

The float, built on the frame of a Dodge Dart, featured a playhouse painted rose to match the parade theme "Paint the Town Rose."

The playhouse was built using standard framing methods and has since been donated to the Salvation Army's home for women and children.

Wild turkey in Indiana

Ron Rainbolt, a member of Millwright Local 1080, Boonville, Ind., bagged this wild turkey while on a hunting trip six miles from his home. The gobbler weighed almost 23 pounds and had an 11-inch beard.

Eddy Match members accept contract

Locked out workers at the Eddy Match Co. plant in Pembroke, Ontario, voted June 21 to accept the company's most recent contract offer and went back to work.

The 140 members had been off the job since May 4, when they were locked out by the match manufacturer after staging a three-day work slowdown to protest stalled contract talks.

Local 3175's contract with Eddy Match ended March 31, and the workers were in a legal strike position on April 25. Of the 132 members who eventually voted, 70% accepted the company offer.

The local union represents match box makers, sweepers, match book machine operators, striker board machine operators, warehouse workers and other production employees.

The union and management came to an agreement after the resolution of three issues—wages, the employees' right to apply for new openings at the factory and job transfers within the plant.

Back wages and reinstatement

LaRose with his back pay check.

Ralph LaRosa of Local 71, Fort Smith, Ark., was fired, allegedly for leaving his work station at Air Systems Inc. early. The union felt the discharge was unfair and filed charges with the National Labor Relations Board. It was Local 71's contention that the company had implemented a new policy regarding work time without the union's knowledge or approval.

As a result of the union's action, LaRosa was reinstated and received back pay of $1,008.

Union-buster alert issued

The union-free specialist firm based in Richmond, Va., Human Resources and Profits Association, Inc., has expanded into eight more cities, the AFL-CIO's National Organizing Coordinating Committee reported.

The NOCC's *Rub Sheet* said the firm's new branch offices are in Wintersprings, Fla.; San Francisco; Atlanta; Santa Ana, Calif.; New York City; Chicago; Seattle; and Boston.

The firm's advertising includes mailings to companies where a National Labor Relations Board petition has been filed for a representation election, *Rub Sheet* said. The message is that no election would be on the horizon had the company hired Human Resources and Profits, it said.

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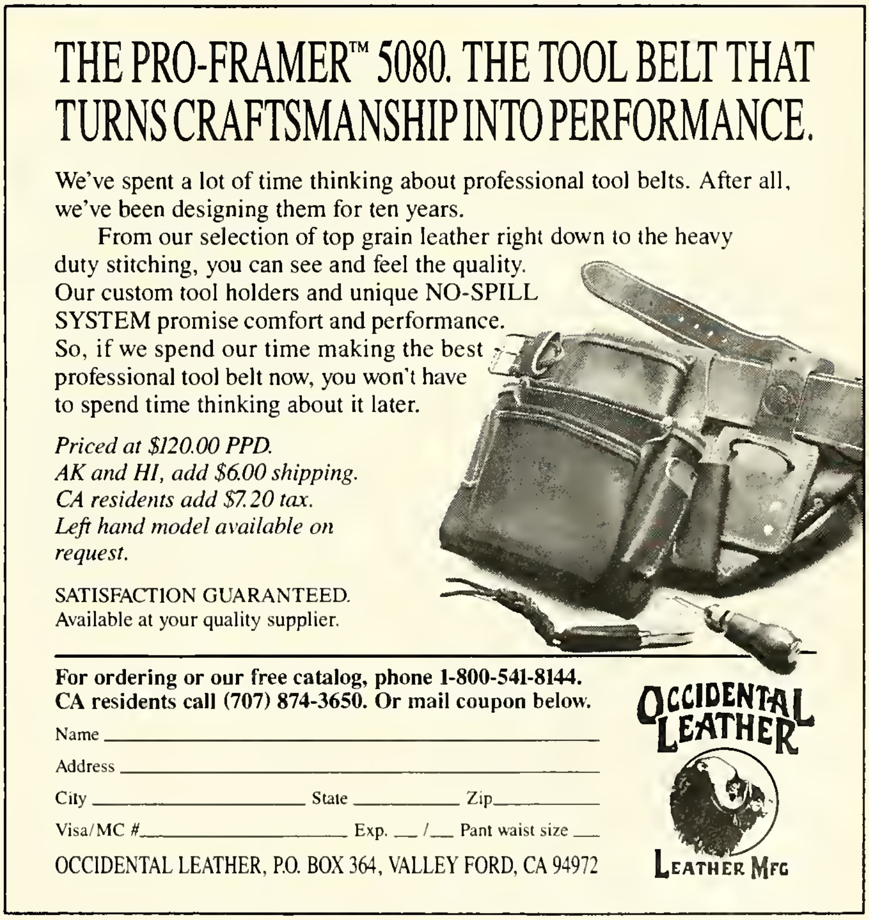

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Detroit JATC banquet honors 24 new journeymen

CLASS OF 1987

The Detroit Carpentry Joint Apprenticeship Committee held its 42nd annual graduation banquet. Graduates from the class of 1987 are shown with District Council Secretary-Treasurer Daniel J. Kelley, included Michael Yarrington, Michael Tuite, Keith Sandie, Richard Landry, Lawrence Foster, Adam Gunthner, Patrick Landry, Theodore Freitag, John Swan, Gregory Balent, Gerrit Kidd, William Reggish, Bryan Guerin, Pete Marsalese, William Smereka, Osmond Jenkins, John Amennuno, Vicki Storms, Darryl Plummer, Eric Kuuttila, Linda Markowski, Bruce Zurawski, Kurt Ketelsen and Lance Cronk.

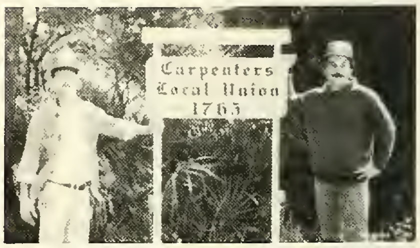
20th Annual Massachusetts Contest

BUILD
UNION

The 20th Annual Apprentice Carpenters contest was held in Lowell, Mass., June 17 and 18. Contestants included John R. Cusack, Local 40, Boston; Gary Delmolino, Local 260, Berkshire City; Daniel Deverix, Local 475, Ashland; Daniel Galvin, Local 275, Newton; Andrew E. Guay, Local 1305, Fall River; Michael P. Kelly, Local 67, Boston; Geoffrey Keppler, Local 33, Boston; Robert A. Lehtonen, Local 624, Brockton; Brian Leopold, Local 108, Springfield; Gary S. Lockwood, Local 595, Lynn; Daniel F. MacDonald, Local 40, Boston; Michael G. McGauley, Local 260, Berkshire City; Steven Morrill, Local 41, Woburn; Robert Morse, Local 424, Hingham; Daniel J. Mossey, Local 111, Lawrence; Anthony R. Perry Jr., Local 67, Boston; John Piotrowski, Local 107, Worcester; Matthew Rickson, Local 108, Springfield; Louis A. Roberts, Local 218, Boston; William H. Sarcinelli, Local 48, Fitchburg; Stephen Waterman, Local 49, Lowell; and William C. Weaver III, Local 33, Boston. Contestants are shown here with the judges.

Contest winners are shown here with First District Board Member Joseph Lia. They were Geofrey Keppler, Gary S. Lockwood, Steven Morrill and Gary Delmolino.

Sign skills, too



Apprentices Donald Binder and Dale Gunther, Local 1765, Orlando, Fla., put their skills to work and built a mailbox and sign for their local. The sign, shown above, and the mailbox are proudly displayed outside the East Coast Office of Apprenticeship and Training in Orlando.

Ontario apprentices' tool fund grants

New apprentices in Ontario will be given grants ranging from $100 to $700 to help cover the cost of their tools through a fund established by the Ministry of Skills Development.

Alvin Curling, minister of skills development, revealed details of the $3.8 million program on June 29.

"Quality tools are essential to the training and job performance of apprentices yet they have to buy them at a time when their wages may be at their lowest level. The Apprentice Tool Fund will help cover some of these costs," Curling said.

The amount of the ministry grant will vary by occupational sectors. These sectors include motive power, industrial, construction, service and non-regulated trades.

New apprentices registered since Jan. 1, 1988, are eligible for the grant. Once a Contract of Apprenticeship is registered, the Ministry of Skills Development will automatically forward the apprentice's grant.

"In order to have the most effective apprenticeship system, we must keep pace with the rapidly-changing technologies and at the same time, reflect both the employer's and apprentices' needs," Curling said.

Chicago dedicates new school facility

One of the largest, most complete carpenter joint apprenticeship and training facilities in the United States was dedicated in Chicago recently.

The 65,000 square-foot school at 1256 Estes Ave., Elk Grove Village, provides instruction in all phases of the United Brotherhood jurisdiction—carpentry, mill-cabinet work, millwright work, floor covering installations and lathing.

Among those participating in the dedication ceremonies were General President Sigurd Lucassen, First General Vice President John Pruitt, Chicago and Northeast District Council President George Vest Jr., District Council Secretary-Treasurer Wesley Isaacson and Jack Bornhoeft, employer trustee of the Chicago Apprentice and Training Fund.

Seattle Piledrivers

Seattle Piledrivers Local 2396 recently graduated six apprentices, the first under the UBC's new four-year piledriver training program. They were, from left, Kevin Matland, Chandra Coski, Vincent Rainier, the instructor, Curtis Saenz and Eddie Powers. Not present were Cauahtemoc Castellon and Kurt Jensen.

Metal stud framing class in Pasco

Several journeymen from Local 1849, Pasco, Wash., updated their skills when they attended an eight-hour metal stud framing class. The class was sponsored by the Columbia Basin Carpenters JATC.

Members who attended the class were, front, Don Olson, Royce Little, James Billings, Karl Markland, Paul Bond, Jack Lindbergh, Warren Zesiger, Eastern Washington/Northern Idaho Apprenticeship Coordinator Don Verhei, Don Harter, Roy Gimlin, and Instructor Mel Rubertt Jr.

Second row, Tim R. Doyea, Lee R. Miller, LaVon Walker, Marion Bouta, Jim Esters, Del Snedigar and Ed McCann.

Back row, Erin Marlnad, Mike Wallace, George Bierbaum, Lyle Moffatt and Allen Boyle.

Rhode Island graduates 19

Twelve carpenter and seven cabinet maker apprentices recently graduated from the Rhode Island JAC. In the state contest William Palmer took top awards in carpentry while Scott Wentworth scored high in cabinet making.

Graduating cabinet makers, above, included, front, Donald Charron, Edward Gervais and Ronald Silva.

Back row, Scott Wentworth, Thomas Castello, Brian Viera, Fred Pare, business representative, and Ronald Gagnon, contest judge.

Graduating carpenters were, front, Douglas Randall, Richard Noreau, Deborah DeSanto, John Lallo and William Palmer.

Back row, Herbert F. Holmes, business manager; Robert E. Hayes, JATC chairman; Raymond Cababbe, Raymond Beauchaine, Michael Freitas, Wayne Morris and Mark Kurtz, graduates; and Ronald Gagnon, contest judge.

Ashland assists youth group

The apprentices of Local 472, Ashland, Ky., were honored by Junior Achievement of the Ohio Valley Inc., for helping to complete renovations of their building. Shown with the award are, front, Doug Bowling, Gray Robinson and William Vonderheide.

Back row, Bill Arrowood, Keith Griffith, Ronnie Hampton and Owen Miller, instructor.

Not available for the picture were Angie Adams and Russell Myers.

The World's Best Feet-Inch

Introducing the new and improved Construction Master II™ with many new time- and money-saving features to solve your carpentry problems in seconds.

Now you can solve all your carpentry problems right in feet, inches and any fraction—with the all-new and improved Construction Master II feet-inch calculator.

Like the original, this handheld calculator will save you hours upon hours on any project dealing with dimensions — and put an end to costly errors!

Adds, Subtracts, Multiplies & Divides Any and All Types of Dimensions

You never need to convert to 10ths or 100ths because the new Construction Master II works with dimensions just like you do.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], 1 [/] 2. What's more, you can mix any and all fractions (3/8 + 11/32 = 23/32) and combine formats (Feet + Meters + Yards) in your problems— including in square and cubic.

EXAMPLE 1 – ADDING DIMENSIONS/SPACING

Add the following dimensions and then divide by 6 for even spacing:

- *14 ft. 7 in.*
- *9 ft. 4-3/8 in.*
- *122-7/16 in.*
- *3 ft. 0-3/32 in.*

COMMENT	KEYSTROKES
Enter 1st Dim.	14 [FT] 7 [IN]
Add 2nd Dim.	[+] 9 [FT] 4 [IN] 3 [/] 8
Add 3rd Dim.	[+] 122 [IN] 7 [/] 16
Add 4th & Sum	[+] 3 [FT] 3 [/]32 [=]
TOTAL LENGTH: 37 Ft. 1-29/32 In.	
Divide by 6	[÷] 6 [=]
EVEN SPACING: 6 ft. 2-5/16 in.	

Converts Between All Dimension Formats

You can also convert any displayed measurment directly to or from any of the following formats — Feet/Inches, Dec. Feet, Inches, Yards, Board Feet, Meters, Centimeters, Millimeters. It also convert all square and cubic dimensions.

Plus the Construction Master II even tells you the format you're working in— *"Square Feet," "Cubic Yards," etc.* — right on the display.

EXAMPLE 2 – CONVERTING MEASUREMENTS

Convert 22 ft. 8-3/4 in. to 10ths, Inches, Yards, Meters and Centimeters.

COMMENT	KEYSTROKES
Enter Dim.	22 [FT] 8 [IN] 3 [/] 4
Convert to 10ths	[Conv To] [FT]
Answer: 22.72917 Ft.	
Conv. to Inches	[Conv To] [IN]
Answer: 272.75 In.	
Conv. to Yds.	[Conv To] [YDS]
Answer: 7.57639 Yards	
Conv. to Meters	[Conv To] [Meters]
Answer: 6.92785 Meters	
Conv. to CM	[Conv To] [CM]
Answer: 692.785 Centimeters	

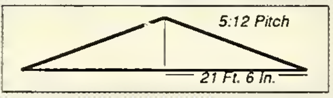
Solves Diagonals, Rafters & Any Right Triangle

You no longer need to tangle with A^2/B^2 because the new Construction Master II solves all right-angle problems in seconds—and right in feet, inches and any fraction.

You simply enter the 2 known sides, and press 1 button to solve for the unknown side. Ideal for squaring-up rooms, finding slopes or pitches, or any stringers.

Rafters are even easier, since you only need to enter 1 side and the Pitch to find your Common — and 1 more button gives you the adjacent Hip or Valley. Jack rafters take only a few buttons more.

EXAMPLE 3 – FINDING RAFTER LENGTHS



You're working on a roof with 5:12 pitch and a run of 21 ft. 6 in. Find the point-to-point rafter length for the Common and an adjacent Hip or Valley.

COMMENT	KEYSTROKES
Enter Run	21 [FT] 6 [IN] [RUN]
Enter Pitch	5 [IN] [PITCH]
Find Common	[Diagonal]
COMMON RAFTER: 23 Ft. 3-1/2 In.	
Find Hip/Valley	[Hip/Valley]
HIP/VAL. RAFTER: 31-8-3/8 In.	

Note: You would still have your ridge and overhang adjustment. Also solves jack rafters, too.

New & Improved Lumber/ Board Feet Program

With the new and improved Lumber program you have many more lumber functions. You can figure board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet.

What's more, you can convert between board feet and other dimensions with the touch of a button.

EXAMPLE 4 – BOARD FEET

Find the total board feet in the following boards:

125 pcs. — 2x4x8
75 — 1x10x16
25 — 4x8x12

COMMENT	KEYSTROKES
Enter 1st board	2 [BY] 4 [BY] 8
Mult. by # pcs.	[x] 125 [M+] *666.25*
Enter 2nd board	1 [BY] 10 [BY] 16
Mult. by # pcs.	[x] 75 [M+] *999.75*
Enter 3rd board	2 [BY] 4 [BY] 12
Mult. by # pcs.	[x] 25 [M+] *200*
Recall Memory for Total	[M-R/C]
TOTAL BOARD FEET: 1866 Bd. Ft.	

Complete Material Estimatin

Now you can quickly figure the unit price or total cost for any material— including waste and/or compaction factors. With the new Unit Price key you simply multiply your dimension value — cubic yards, lineal feet, board feet — by its cost. This disply even shows you a dollar sign ($).

EXAMPLE 5 – MATERIAL ESTIMATING (UNIT COST)

You're going to pour a patio 14 ft. 6 in. by 16 ft. by 4 in. (deep). If concrete cost $33/cu. yd., how much will this cost if you allow 15% for waste.

COMMENT	KEYSTROKES
Enter Length	14 [FT] 6 [IN]
Mult. by Width	[x] [16] [FT]
Mult. by Depth	[x] 4 [IN] [=] 77.3 Cu. Ft.
Convert Yards	[Conv To] [YDS]
Answer: 2.864198 Cu. Yds.	
Add waste	[+] 15 [%]
Answer: 3.293827 Cu. Yds.	
Mult. by Unit Pr.	[x] 33 [Unit Pr.] [=]
Answer: $108.69	

Calculator Just Got Better!

Compare for Yourself!

Works & Converts Directly in:	Old CM	NEW CM II
Feet-Inch-Fraction	Yes	Yes
Dec. Feet (10ths, 100ths)	Yes	Yes
Inches	Yes	Yes
Yards	Yes	Yes
Meters	Yes	Yes
Centimeters	No	Yes
Millimeters	No	Yes
Board Feet	No	Yes
All Square Areas	Yes	Yes
All Cubic Volumes	Yes	Yes
Built-in Right-Angle Solutions	**Old CM**	**NEW CM II**
Enter Pitch, Rise, Run, Diagonal	Yes	Yes
Calculate Pitch	No	Yes
Calculate Rise & Run	Yes	Yes
Calculate Slope/Diagonal	Yes	Yes
Hip/Valley Rafter Key	No	Yes
Other Built-in Solutions	**Old CM**	**NEW CM II**
Board Feet Estimating	Yes	Yes
Board Feet Cost Estimating	Yes	Yes
Other Material Estimating	No	Yes
Circle Area Program	No	Yes
General Calculator Features	**Old CM**	**NEW CM II**
Basic Math Functions	Yes	Yes
User Memory	Limited	Yes
4-Function % (+, −, x, ÷)	No	Yes
Change Sign (+/−)	No	Yes
Pi (π)	No	Yes
X-Squared	No	Yes
Square-Root	No	Yes
User-Selected Fraction Setting	No	Yes
Long-Life Batteries	2-Incl.	2-Incl.
Battery-Saving Auto Shut-Off	Yes	Yes
Illustrated User's Guide	Yes	Yes
Sturdy Vinyl Case	Yes	Yes
Opt. Leather Case w/ Initials	Yes	Yes
Warranty	1 Year	1 Year
Money-Back Guarantee	14 Days	30 Days
Price	$79.95	$79.95

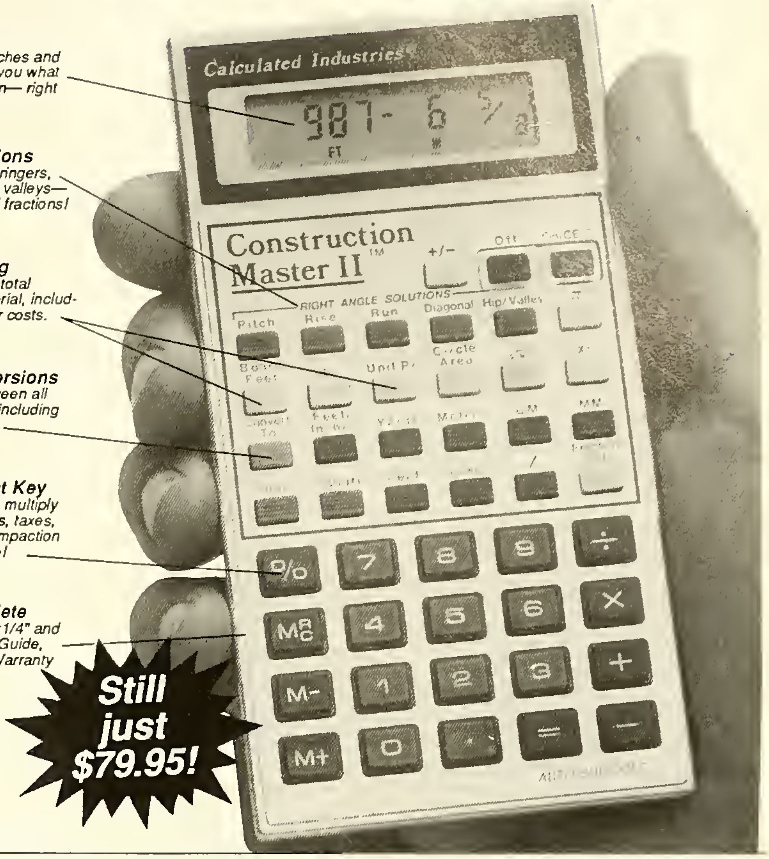
Now with Square Root, X^2, Percent, π and More...

Plus, the new Construction Master II also has all the built-in utility programs needed to save you even more time—**Square Root, X^2, π, +/–, %,** and user-selected **Fraction-Setting**—in addition to **Memory** and battery-saving **Auto Shut-Off.**

It even has a one-button program that let's you instantly find the area of a circle for columns or post holes or any circular area. Simply put in the diameter and press the **Circle Area** button.

Call Toll-Free Anytime:
1-800-854-8075
(In Calif., 1-800-231-0546)
Calculated Industries, Inc.
22720 Savi Ranch Parkway
Yorba Linda, CA 92686

IMPORTANT NOTICE: *Don't be fooled by imitations. Now you can get the new and improved versions of the original feet-inch calculator used by thousands of carpentry professionals.*



Works *right in feet-inches and fractions! Plus, it tells you what format you're working in— right on the display!*

Right-Angle Solutions
Automatically solves stringers, rafters—even hips and valleys—right in feet-inches and fractions!

Material Estimating
Quickly find the unit or total dollar cost of any material, including Board-Feet Lumber costs.

One-Button Conversions
Instantly converts between all dimensional formats—including in square and cubic!

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Measures 2-3/4x5-1/4x1/4" and includes Case, User's Guide, Batteries and 1-Year Warranty

Read What This Builder Said About the Original Construction Master—Before *We Improved It!*

"It's Great! Finally *we can get the correct total with fractions the first time through!"*—CHUCK LEVDAR, BLACK OAK INC., SAUSALITO, CA.

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Start saving time and put an end to costly errors, order your all-new and improved Construction Master II feet-inch calculator today!

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Qty.		Price	Shipping	Total
	Construction Master II	$79.95	$3.50 each calc.	$
	Leather case	$10.00 ☐ Brown ☐ Burgundy		$
	Gold Initials	$1 per initial ⎿⏌⎿⏌⎿⏌		$

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Labor News Roundup

New air traffic controllers union elects president

R. Steve Bell was recently elected president of the National Air Traffic Controllers in the union's first nationwide balloting. Bell, 35, has been a Federal Aviation Administration air traffic controller for six years and became NATCA's eastern region representative in 1986, shortly after the union was founded. NATCA, the successor to the Professional Air Traffic Controllers Organization busted by President Reagan in 1981, is affiliated with the Marine Engineers Beneficial Association.

Union sues for workers hurt by takeover bid

The Glass, Molders, Pottery and Plastics Workers asked a state court for $30 million in damages against Wickes Cos. Inc. for workers dislocated after Wickes' unsuccessful 1986 takeover attempt on Owens-Corning Fiberglass.

Filed in state superior court in Camden, N.J., the class action suit seeks to hold the Santa Monica, Calif., retail and manufacturing corporation liable for damages to workers stemming from the takeover attempt.

The $30 million in compensatory and punitive damages sought by the GMP relate to the loss of jobs and lower wages and loss of benefits for more than 1,000 union members at Owens-Corning plants in Berlin and Barrington, N.J.; Newark, Ohio; and Santa Clara, Calif.

The union said nearly half of Owens-Corning's 28,000 workers, including other union members and non-union salaried employees, were hurt by the takeover bid. Owens-Corning had to borrow nearly $2 billion to fight the takeover, then cut operations, research and investment in new products to pay off the debt.

Women's gains in pay outpace men's since '79

While the male-female wage gap remains, women working full-time have made significantly larger pay gains than their male counterparts over the last several years, the Bureau of Labor Statistics reports. Since the second quarter of 1979, median weekly earnings of women working full-time have risen by 76%, while those of men have increased by 54%.

In the second quarter of 1988, the median weekly earnings of women were $314, or 71% of the $445 received by men. The 71% ties a quarterly record reached in the second quarter of 1987 and compares with 62% in the same period of 1979.

The difference in pay increases reflects many factors, BLS analysts suggest, including the "catch-up" in wage gains that many women workers have received as they stay in the workforce longer and move to higher paying jobs. The impact of the last two recessions was considerably different for men than for women, with many men losing manufacturing jobs. Furthermore, displaced worker surveys done by BLS indicate that many of these men have had a hard time finding jobs with the same pay they earned in manufacturing.

The latest BLS report shows that full-time workers on the whole (men and women) lost ground against inflation over the last year, with a decline in real wages of about 0.9%. The median weekly pay of the 82.7 million full-time workers earning wages and salaries was $382 in the second quarter of 1988, an increase of 3.0% from the same period a year ago. The advance was more than wiped out by a 3.9% rise in the Consumer Price Index over that same 12-month period.

Prosecution of corporate executives for hazards difficult

Prosecutors are using new statutes and applying old laws in new ways in an attempt to impose criminal punishment on those they believe responsible for workplace hazards, injuries and deaths. But those efforts may be counterproductive to solving the problem of worker safety, according to an article in the summer issue of *Criminal Justice*, published by the American Bar Association.

The use of criminal penalties in safety and health violations raises difficult legal questions of how the statutes should be interpreted, particularly state of mind requirements, according to Thea Dunmire, author of "A Misguided Approach to Worker Safety: Prosecuting Corporate Executives Is Counterproductive."

Prosecutors readily admit that one of the difficult problems they face in bringing criminal indictments is deciding who to hold responsible within the corporation. There also are constitutional issues in question, Dunmire says. The Fourth, Fifth and Sixth Amendment rights of the corporate employee will almost always be affected.

There is no doubt that criminal sanctions should be retained, Dunmire says, but their use is not a panacea. It is important to keep in mind that the goal must be the prevention of injury and disease, not just retribution.

"Office of the future", new America Works special for Labor Day

"Office of the Future," a new America Works Special, examines the impact of rapidly changing technologies on office workers whose clerical and professional jobs have been transformed by new machines. The half-hour program, produced by the Labor Institute of Public Affairs, will premiere on public television stations nationwide this Labor Day.

Today, 45% of the labor force works in offices. "Office of the Future" measures the promise held out by the technologies envisioned fifty years ago at the 1939 World's Fair against the reality of the new automated office where union representatives are urging managers to implement technology in ways that will enhance jobs and ensure safe working conditions for their employees.

WETA, Washington, D.C., is the presenting station for the program which is being distributed to public television stations by the Eastern Educational Network/Interregional Program Service.

Paperworkers boycott Avon in International Paper struggle

United Paperworkers' boycott of Avon Products, Inc. has opened still another front in its year-long strike and lockout struggle with International Paper Co.

At recent press conferences held in a dozen cities throughout the country, the union promoted a boycott of Avon products. The union hopes to bring pressure on Stanley Gault, an IP boardmember who also sits on Avon's board of directors, and produce a change in IP labor policies.

Paperworkers President Wayne Glenn said solidarity among IP union members is growing. The dispute began as a lockout of 1,200 workers in Mobile, Ala., and now includes more than 8,000 union members on strike, locked out or working without a contract at 17 IP plants.

Cesar Chavez fasts to protest effects of pesticides

United Farm Workers' President Cesar Chavez began an unconditional water-only fast July 19. Chavez is currently calling for a boycott of California table grapes. The union has no contract with the growers. Chavez is also demanding a ban on five dangerous pesticides, saying they have poisoned crop lands and caused cancer among workers in farm towns such as McFarland, where 13 children have been diagnosed with cancer.

In 1972 and 1968, Chavez fasted for 25 days to help advance the rights of farm workers.

Club 41 enjoys monthly fellowship

Shown above are members of Retirees Club 41, Jackson, Miss. They meet once a month for a covered-dish dinner to enjoy fellowship with old friends and occasionally to hear a guest speaker. Birthdays and wedding anniversaries are recognized, and a door prize is given at each meeting by a volunteer.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Surprise party

Members of Club 27, Hammond, Ind., surprised a fellow retiree with a birthday party. Over 75 members helped Brother Frank Caise celebrate his 80 birthday at a May 12 club meeting. Pictured are Vice President Larry Hess, Frank Caise, Treasurer Dorothy Nash and Secretary Jess Wingard.

Part-time jobs for seniors funded

The U.S. Labor Dept. has announced it is awarding $331.3 million in grants to create 64,800 part-time community services jobs for unemployed, low-income older workers.

The funds are part of DOL's Senior Community Service Employment Program. The program also provides nutrition, health and home care, recreation and transportation services.

Receiving funds are the National Council of Senior Citizens, $51.4 million; American Association of Retired Persons, $40.1 million; National Urban League, $10.9 million; National Council on the Aging, $29.6 million; Green Thumb, Inc., $85.8 million; National Center on Black Aged, $9.1 million; Asociation Nacional Pro Personas Mayores, $9.2 million; and the U.S. Forest Service, $22.2 million. The remaining $73 million goes to states, the District of Columbia and U.S. territories.

ILO begins survey

The International Labor Organization, an agency of the United Nations, has begun a study of the employment problems of the world's older workers and retired individuals.

Retirees help Local 599 pickets

Members and retirees of Local 599, Hammond, Ind., are shown on the picket line they've been walking for over three weeks against Hamstra Builders. Hamstra continues to use non-union labor. The local has managed to keep the picket going with the help of retirees from Club 27.

Does your local union or council have a retirees club? If not, request a retirees' club information packet from: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

LATHERS

Looking for all Lathers who were participants in L.I.U. Pension Plan as of the date of the merger with the United Brotherhood of Carpenters (9-1-79) in order to obtain current addresses, social security numbers and birthdates!

Please contact the following office by mail or phone with the information:

Mrs. Lillian Marsh, Administratrix
Wood, Wire & Metal Lathing Industry
General Pension Plan
101 Constitution Avenue, N.W.
Washington, D.C. 20001
Telephone: 202-546-6206

Information is requested to update files and will be kept strictly confidential.

Prescription drugs and generic drugs

Three brand-name prescription drugs—Inderal, Dyazide and Valium—widely used by seniors, have been found to be considerably more expensive than their generic equivalents. A 12-city survey conducted by the National Council of Senior Citizens also revealed that the cost of the three medicines varies greatly among drugstores located in the same cities.

For example, in New York City, the charge for Valium, a tranquilizer used to treat anxiety and muscle spasms and its generic version, Diazepam, varied as much as $36.00. Among the pharmacies the savings ranged from nearly $7.00 to $36.00.

Such wide price variations between the brand-names and their generics were shown to exist in all the metropolitan areas included in the survey. Data was collected in Atlanta, Boston, Chicago, Des Moines, Detroit, Knoxville, Los Angeles, Milwaukee, Minneapolis, New York City, Philadelphia and Washington, D.C.

Overall, Diazepam was also reported to provide the largest savings of the generic versions. It was also learned by the NCSC representatives conducting the unofficial survey that there are significant savings for patients who purchase the generic substitute, Propanolol, rather than the brand-name medicine Inderal, frequently prescribed for heart disease.

Since the price of the third drug, Dyazide, prescribed for high blood pressure, was increased by its manufacturer subsequent to the NCSC survey, the savings between the brand name and generic is even more substantial. Additionally, until recently, there had been only one generic to compete with the brand name. The Food and Drug Administration (FDA) has approved a second generic which will tend to lower prices. Dyazide is now known generically as both Triamterne and Hydrochlorothiazide.

Information gathered from several phar-

Continued on Page 30

HIT and BIT

Continued from Page 7

The trust can help labor be "an active participant in bringing America back," says Hyde, chief executive officer of the trust and a past president of the National Housing Conference.

Using the assets of labor's pension plans, Hyde says, "working people can bring a vast amount of economic leverage to the table. That can be used on projects and in areas that benefit people and programs, not just investors."

While the mission of the Trust is to serve as a sound and competitive investment tool for pension funds, its pro-union, pro-worker investment strategy is at the heart of the Trust's philosophy.

East meets West

Continued from Page 17

in the walls. The tea house was build without the use of nails, using the ancient Sukiya-zukuri method of construction. After the ceremony, Japanese carpenters met with union carpenters to compare carpentry methods and compete in contests. Union carpentry again won out, as the American carpenters beat the Japanese in speed and skill competitions.

The exhibition officially opens in late October.

BE&K campaign

Continued from Page 11

papermills, production workers wear anti-BE&K shirts produced by the Brotherhood on regularly scheduled days to convey their solidarity in the fight against the nonunion contractor. Construction users forced to contend with a campaign involving Carpenters, Paperworkers, Building Trades unions, local businesses, supportive politicians, and cooperative law enforcement agencies have increasingly begun to distance themselves from BE&K.

"In the short time since the Brotherhood targeted BE&K for a national campaign, we've been successful in keeping them off bid lists, keeping them off jobs, and running them out of towns where they had set up shop," stated UBC General President Sigurd Lucassen.

"Our successes to date are due to hard work and the fact that both those in the labor movement and those outside labor realize that BE&K's anti-worker actions threaten living standards in entire communities. We've begun to pull strong coalitions together in this fight and they're producing results," continued Lucassen.

Prescription drugs

Continued from Page 29

macies in each city also showed that a drugstore offering the lowest price in town for one of the drugs in the survey may sell one or both of the others at prices higher than its competitors. In view of this, NCSC recommends that seniors prepare a comparison price chart so as to know where to obtain the best buys for their specific medicines.

Don't use lead

Continued from Page 19

If your drinking water is contaminated with lead, or you suspect that it may be, EPA recommends two immediate steps:

- When the water in a particular faucet has not been used for six hours or longer, "flush" your cold water pipes by running the water until it becomes as cold as it will get.
- Use only water from the cold water tap for drinking, cooking, and especially for making baby formula. Hot water is likely to contain higher levels of lead.

For more information about how lead gets into your water and what you can do about it, write for the booklet "Lead and Your Drinking Water," U.S. Environmental Protection Agency, Public information Center, 401 M Street, SW, Washington, DC 20460.

New Zealand Ship Builders

RPENTERS AND

Three leaders of New Zealand's Northern Industrial District Ship, Yacht and Boat Builders Union visited the United Brotherhood's General Offices in Washington during July. The nation's capital was the starting point for a tour of several major cities. They met with General President Sigurd Lucassen and other officers. Above, from left, First General Vice President John Pruitt, General Secretary Wayne Pierce, Russell Rogers of New Zealand, Keith Baker, secretary of the New Zealand union, General Secretary John Rogers and Mark Goggin, vice president of the New Zealand union.

Steward Training, Georgia

Local 865, Brunswick, Ga., conducted a steward training class June 11. The class was conducted by Representative Willard L. Masters. Graduates were, front, Business Representative Edwin Lashley, Alvin Lord, Tommy Hodge, Dewayne Mann and James Ford.

Second row, Ronald Kennedy, Walker Yates, Wayne Courson and Stephen Passmore.

Third row, Roy Belcher, Johnny Hartley, Roger McDuffie and Wayne Crawford.

Back row, John Cathey, Guy Pierce, Jimmy Mikell, Floyd Anderson, Marlin Altman and Meddy Settles.

The United Brotherhood has two separate steward training programs for its members. One, called "Building Union," is especially for stewards in construction. The other is called "Justice on the Job," and it is designed to familiarize industrial shop stewards with their duties and responsibilities. Steward training classes are conducted year-round in every district of the Brotherhood.

PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

THE 'AMEN' CORNER

Two American ministers traveling in Germany attended Sunday service. Not knowing German, they decided to sit behind a dignified looking man and do as he did.

During the service the pastor made an announcement, and the man in front of them rose to his feet. The two American ministers did the same, only to be met with roars of laughter.

Later they discovered why. The pastor had announced a baptism and asked the father of the baby to stand.

—Charles H. Thorla
Local 168, Kansas City, Kan.

STAY IN GOOD STANDING

UP, UP AND AWAY

A father took his five-year-old son to the top of the Sears Tower. The boy stood very quietly as the elevator kept going up, up and up. Finally, he looked up at his father and asked: "Dad, does God know we're coming?"

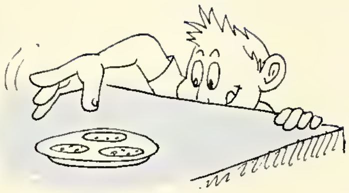
—Plasterer and Cement Mason

WHAT PRESCRIPTION?

A printer went to his doctor for a check-up. The doctor wrote out a prescription for him in a physician's normal illegible handwriting. The printer put it in his wallet and neglected to have it filled. Every morning for two years he showed it to the conductor as a railroad pass. Twice it got him into Radio City Music Hall, once into a symphony. One day he mislaid it at home and his daughter picked it up, played it on the harp and won a scholarship to a music conservatory.

—Charles H. Thorla
Local 168, Kansas City, Kan.

SHOW YOUR BUMPER STICKER



COST ACCOUNTING

Mother: Did you eat all the cookies, Tom?

Tom: I didn't touch one.

Mother: That's strange. There's only one left.

Tom: That's the one I didn't touch.

Grit

REGISTER AND VOTE

WORLDLY OUTLOOK

"Johnnie," asked the kindergarten teacher, "is the world round?"

"No, ma'am," was the reply.

"It isn't!" exclaimed the teacher. "Then I suppose it's flat?"

"No, ma'am."

"Well," said the teacher with a smile, "if the world isn't round and it isn't flat, then what is it?"

"My dad says it's crooked," said Johnnie matter-of-factly.

—Plasterer and Cement Mason

* * *

THIS MONTH'S LIMERICK

A really fine carpenter from Maine
Worked hard all day with his plane,
After years of shoulders bent
and his money all spent
Retired and walked with a cane.

—Chris Christofferson
Local 1149
San Francisco, Calif.

DON'T WORRY

Dad noticed his five-year-old in the backyard brushing the family dog's teeth. When he asked her what in the world she was doing, she replied quickly, "I'm brushing Scotty's teeth. But don't worry, Dad. I'll put your toothbrush back like I always have."

—Grit

ADOPT A LUMBER COMPANY

WHERE THERE'S A WILL

A woman was bitten by a mad dog and was advised to make a will because there was a possibility of rabies. She wrote furiously for two hours.

"It looks like an unusually long will," her lawyer said.

"Who's writing a will?" she snapped. "This is a list of the people I'm going to bite."

BOYCOTT L-P PRODUCTS

'NO' IT ALL

A child who takes "no" for an answer is probably thinking how to rephrase the question.

USE UNION SERVICES

WE SAID 'FORE'

One of the quickest ways to meet new people is to pick up the wrong ball on a golf course.

—Plasterer and Cement Mason

ATTEND LOCAL MEETINGS

EVERYBODY'S CARPENTER

A carpenter is a person who is expected to change things that cannot be changed. Relocate things where there is no room. Repair and make work the things that are worn out. Add extra space that is not there. He is the person who is seldom ever right. Used for a scapegoat by other crafts, leaned heavily upon by management. The person that we really don't need, but when things become impossible and nothing works, they yell, "Where's that carpenter?"

—Joe Angel
Local 225, Atlanta, Ga.

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

DENVER, COLO.

Retired Brother James Garrison received a 55-year service pin during a ceremony at his home by officers of Local 55, Denver, Colo., on his 100 birthday.

Garrison was born on Feb. 22, 1888 in Canada. He has been a member of various locals throughout the U.S. and at one time served as the president of Local 55.

LINCOLN, NEB.

Members of Local 1055, Lincoln, Neb., were honored for their years of service during a pin presentation and awards banquet.

Photo 1: 40-year members receiving pins were, front, Albert Swartz, Homer Stephens, Howard Silvey, Arthur Schwab, George Portsche, Dean Perry, Jacob Jacobs, Delbert Hurd, Charles Cowling, Edward Brotzman and Alvin Beahr.

Back row, Roderick Vandevort, John Snyder, Emanuel Sevenker, Robert Mattingly, Roy Hodgkinson, Victor Hempel, Leander Frey, Gustaf Erickson, Charles Davis, William Aylwin, Erwin Albers, Glen Ferry and Fifth District Representative Eugene Shoehigh.

Those honored but not shown were Wayne Ackerman, Cecil Albert, Walter Anthony, Alexander Becker, Harold Berkheim, Henry Bossung, William Crosby, Ray Crumb, Henry Finney, Willard Frey, Alfred Hoelk, Arnold Johnson, Cleaves Kirk, Everett Loewe, Lee Mullinix, George Patterson, Leonard Patton, Lester Patton, Irvin Schapaugh, John Schlaphoff, Thomas Seballos, Charles Vesely, Lloyd Whitney, John Williams and Harvey Zimmerman.

Photo 2: Members honored for 35 years of service were, front, Okley Reed, Richard King, Edwin Itzen, Syrias Guerin, Gordon Gibson, Ernest Gabriel, David Filbert, George Douglas, Richard Dittenber and Hilmer Zimbelmann.

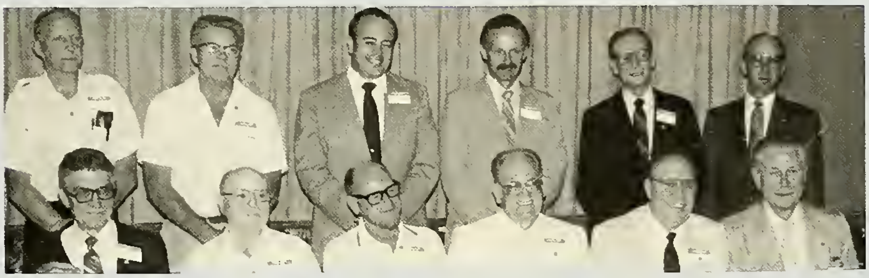
Back row, Fifth District Representative Eugene Shoehigh, Don Williams, Ladislav Tejral, Robert Steele, Stanley Sabatka, Robert Knapp, Keith Detenbeck, Philo Prell, Marcellus Roggenkamp and Donald Alderman.

Also honored but not pictured were Harold Alles, John Baete, William Braasch, Wayne Chambers, William Crocker, Bill Daharsh, Dewey Dean, Roger Fagler, Delbert Henrichson, Julius Hoffer, Harold Huey, Theodore Kennedy, Jay Kerwood, Marvin Knutson, Fred Ludwig, Henry Luers, David Scholl, Donald Snyder, Marion Tharp, Ralph Ulmer, Louis Vavrina, Marvin White and Frank Wollenberg.

Photo 3: Honored for 25 years of continuous service were, front, John Celesky, Francis Flaherty, Wesley Shepard, Evan Young, Robert Marhenke and Fifth District Representative Eugene Shoehigh.

Back row, Floyd Megrue, Floyd Shockey, Jack Chapin, Ray Frey, Erhardt Lahm and Duane Sowers.

Members honored for 25 years of service but unable to attend were Dwight Barnhouse, Charles Bellew, Claire Coleman, Arnold Garton, Ronald Griess, Mickey Griffin, Larry Krauter, Erwin Lentfer, Orval Long, Armin Malchow, Richard Mick, Edward Ohlschwager, Harold Pettigre, Robert Steward, John Turner and Donald Woodward.



Lincoln, Neb.—Photo 3

Lincoln, Neb.—Photo 1

Lincoln, Neb.—Photo 2

LOUISVILLE, KY.

Members of Local 2501 were honored with service pins in early spring for their service to the Brotherhood.

Photo 1: 40-year members honored were M. Hernaudez; W. Adkins; Danny Forbis, president; A. Strothman; and J. Frankone.

Photo 2: Members with 35 years included E. Brumley, Forbis, O. Wood, C. Wakeland, N. Petty, C. Craig, D. Selvage and R. Mehler.

Photo 3: 30-year members honored were A. Garmon, W. Smith, F. Neuner, J. Batcheldor, E. Nugent, S. Montgomery and L. Jones.

Photo 4: D. Head, R. Lyons, J. Simpson, Forbis, R. Dockery and J. Dauenhauer were honored for 25 years of service.

Photo 5: 20-year members included G. Vogt, A. Parsons, J. Cecil, I. Miller, C. Hubler, Recording Secretary C. Manson and D. Rountree.

Louisville, Ky.—Photo 1

Louisville, Ky.—Photo 2

Louisville, Ky.—Photo 3

Louisville, Ky.—Photo 4

Louisville, Ky.—Photo 5

CHEYENNE, WYO.

Photo 1—Matson

Local 69, Cheyenne, Wyo., honored its members during a pin presentation ceremony.

Photo 1: Oscar Matson, 65-year member.

Photo 2: 50-year member, Louis Neth.

Also honored but not shown was Arthur Nelson.

Photo 3: Members honored for 40 years of service were Andrew Walden, Roland Person and Ivan Vanortwick.

Honored but not shown were Joseph Jaure, Edward Loyd, Albert Melcher, Chris Pasley and William Holmes Sr.

Photo 4: Honored for 35 years of service were Gaylord Allen, Herbert Nelson and Thomas Sterrett.

Also honored but not shown were Howard Hankin and Harold Platek.

Photo 5: Guss Lippard, Glen Grubb, Elmer Cobble and Bruno Krix were honored for 30 years of service.

Honored but not shown were Raymond Piper, Ernest Rine and Fred Swager.

Photo 6: 25-year members, Douglas Riley and Bill Bivens.

Photo 7: Members honored for 20 years of service were Frank Benevides, William McVey, Lawerence Lujan and Jacob Valdez.

Also honored but not shown were Donald Arnold, Howard Bradsbury and Eldon Christensen.

Riley Acton, Mario Cardinale, Edgar Nelson, Harold Snook and Joseph Thelman were honored for 45 years of service but were unable to attend.

Cheyenne, Wyo.—Photo 2

Cheyenne, Wyo.—Photo 3

Cheyenne, Wyo.—Photo 4

Cheyenne, Wyo.—Photo 5

Cheyenne, Wyo.—Photo 6

Cheyenne, Wyo.—Photo 7

CHICAGO, ILL.

Local 13, Chicago, Ill., honored their members with longstanding service to the Brotherhood during a Christmas and pin presentation party.

Photo 1: 65-year member Vincent Margiotta.

Honored but not shown, were 60-year member Thure Carlson and 70-year member Leo Korda.

Photo 2: Fred Lohrman and Vincent E. Young, 50-year members.

50-year members honored but not shown were Joel Anderson, Thure East, John Helwink, Victor N. Johnson, Lawrence Lorvig, James Paul and Rudolph Schmidt.

Photo 3: Honored for 25 years of service were Kostas Kikes and John Woods.

25-year members honored but not shown included Thomas Curran, Albert Jennings, Myles Kelly, Eugene Killen, Thomas Loftus, Brenden Pierce and William Smith.

Chicago, Ill.—From left, Photos 1, 2 and 3

ST. LOUIS, MO.

A diamond pin presentation and Christmas dinner dance were held at the Carpenters Hall of Local 5, St. Louis, Mo., to honor members for their service to the brotherhood.

John Manhal was honored posthumously for 75 years of service to the Brotherhood, and his service pin was presented to his family.

Henry Mueth and Otto Pappert were honored for 70 years of service but were unable to attend.

Members honored for 65 years of service but not shown were Steve Bukowitz, Earl Dallas, Louis Faveere and Frank Kaiser.

Photo 1—Berger

Photo 1: Elmer Berger, 60-year member.

Photo 2: Also honored for 60 years were Herman Otto and Joseph Pung Jr.

Honored for 60 years of service but not present were John Janisch, Harry Kobermann, Ray Leonard, Ed Magel Jr., Joseph J. Mueller, Joseph Pieper, Raymond Seger, A. Subert, Emil O. Thoma, A. Walchshauser, Sam Weik and Virgil Wilcox.

Photo 3: 55-year members honored were Ivan Bauer, William Eggert and William Voertmann.

Also honored but not shown were Frank X. Hahn, Russell Hartmann and Max Vogl.

Photo 4: Members honored for 50 years of service were Otto Barth, Emil Hartmann Jr., Jacob Just, Victor Gutting, Charles Hof Jr. and Walter Niederecker.

Honored but not shown were Harry Callahan, Nelson Heithaus, Alfred Jacobs, Everett Kobermann, Oscar C. McGee, Henry Rettinger, Elmer T. Ryan, Frank Schneider, Charles Schramm, Peter K. Stecher Jr. and E. Wolfshoefer.

Members honored for 45 years but not pictured were James H. Bennett, Joe Bonanno, Lawrence Bradley, George Brauch, Mattew G. Burkart, Elmer Burkemper, Werner W. Burkemper, Carmelo F. Caputa, B. Charleville Jr., Millard Cook, Emil Dressler, Clayton Farrow, R. Fitzsimmons, Robert K. Franke, James Garegnani, Robert K. Geisler, Clifford Govero, Theo. W. Greenwald, Wm. Greenwald Jr., Frank A. Hallemann Jr., Alfred O. Harris, Ervin D. Hartmann, George Hilmes, Elmer W. Hoffmann, Cecil C. Holloway, Thomas J. Knowles, Elmer M. Kossmann, Steve W. Kostelnik, Lyle Laffoon, Fay Leonard, Ollie Mares, W.I. McKeethton, Eugene A. Meyer, Ed Moushey, Jacob J. Probst, Charles Purcelli, Arthur Rhomberg, George Saake, Howard W. Sanders, James Sanders, Edgar Satterfield, Elmer H. Scherer, Walter C. Scherer, Harold Seago, Rudolph M. Seger, Emil Seitz, Edwin Siefert, Ernest J. Soden, Wilburn Solomon, Theodore Stadler, Fred Stamm, George J.B. Steck, Leigh T. Stewart, Adolph Stonich, James E. Stricker, Joseph Suter, Harold B. Sykora, Kenneth D. Symsack, Ralph Toelke, Alfred F. Ulrich, Raymond Valentine, Elmer Jr. Voelpel, Hugo Vonarx, William M. Wagner, Charles S. Wear, Fred J. Wehrle, Russell Wiegert, Edward H. Winkelmann, Otto F. Winkelmann, John Zakibe, Francis Zeller, Ed E. Ziegler and Leonard Ziegler.

St. Louis, Mo.—Photo 2

St. Louis, Mo.—Photo 3

St. Louis, Mo.—Photo 4

40-year members honored but not pictured were Daniel M. Asby, Gerhard Barth, Lynn Baumgartner, Mike D. Bertani, William F. Brda, Jr., George Caputa, Thomas Caruso, Harry J. Crawford, Howard T. Daliman, Bernard J. Darian, Clem T. Degenhardt, Franklin W. Douglas, Arthur H. Eckert, Robert F. Everett, Harold Fey, Emil A. Fiala, Walter Greenwald, Paul W. Halker, Carl Henne, Walter W. Hof, Edward F. Hoppman, Francis Hritz, Joseph Kappel Jr., George A. Kegler, Anton P. Kloeppel, Charles Knittel, Arthur Kobermann, Arthur E. Koenig, Leo Kremer, Edward Kricensky, J.B. Krider, Conrad Kulage, Edward A. Langhammer, Raymond Langhammer, W. Lichtenberg, Pete S. Magdich, Earl McDonald, Anton Novak, Clarence Paulelius, William J. Piel, Howard Ponzar, Emil Pretto, Michael M. Pretto, John R. Reineke, Kenneth Richard, Albert A. Roesch, Norman Schaefer, Jack Schiller, John W. Schmitt, William A. Schmitt, Leland Schneider, Leo F. Schwald, Michael Sedovic, Aloys Seitrich, Ray T. Shelton, Leo B. Simpson, Roscoe V. Sloat, Dan C. Smith, C. Struckoff, Edward M. Struckhoff, Robert M. Struckhoff Sr., John F. Struse Jr., William Stuckmeyer Jr., Herman Stumborg, Anton J. Valentine, Floyd R. Vaughan, Edward S. Vicek, Alphonse B. Vorholt, Robert Jr. Webb, Alphonse Westing, Arthur Westphal, Melvin C. Wiegert and Gaylon Woods.

Members honored for 35 years of service but not shown were Ernest M. Baker, Lawrence Bange, Oscar Barchus, Michael A. Bardl, Delmer W. Barnett, Robert E. Barth, Ernest G. Basch, Herbert M. Becker, Lloyd W. Becker, Angelo C. Bigogno, John F. Bigogno, Reynold A. Binder, Joseph A. Blecha, James J. Brady, Daniel Brkljach, John L. Brockett, Edward L. Brown, Robert W. Busch, Frank Caputa, Sam Caputa, Eugene Caruso, Charles J. Coates, David H. Cryts, Louis R. Darian, Fred D. Darian, David F. Declue, Jack W. Degenhardt, Richard P. Dengler, George H. Dennis, Paul W. Ditch, Virgil H. Doepke, Robert J. Emmet, Glen O. Erb, Herbert J. Gosney, Oscar J. Groebl, Henry E. Haefner, Robert F. Haefner, George F. Helfert Jr., James R. Hopson, Stephen M. Hritz, Robert H. Hudson, Thomas E. Hunter, Bernard J. Huster, Alvin G. Karius, Harry A. Kemper, David Ker, Wayne H. Kloster, Kenneth W. Knobbe Sr., Norman E. Koelling, L.F. Koenigsmark, Joseph J. Kornfeld Jr., Kenneth Krysl, Donald Laboube, Earl Lewis, John W. Lewis, Augest E. Lodike, Arthur E. Long, A.H. Luippold, David N. Manley, Samuel E. Martin, William B. Mayer, Calvin Meilink, George A. Melber, George A Melber, Nick P. Messmer, Jack Miller, Jacob G. Moshacher, Joseph J. Mueller Jr., George A. Nester, Kenneth E. Obenhaus, Robert E. Ostendorf, Norman Otto, Norman Partney, Eugene Payton, Julius R. Petry, Robert V. Porter, George B. Post Jr., Marvin J. Rasche, Joseph M. Reinhold, Frank Rericha, Edward C. Rhomberg, Frank A. Ruder, Lorenz B. Sawdy, Edward E. Schlett, Cecil E. Schmitt, Frank Schodroski, Earl E. Seward, Paul J. Siebert, William Siebert, Harold D. Simpson, Dwaine R. Sinkler, William J. Slevin, Glenwood J. Stapp, Paul J. Strifler, Joseph H. Struckhoff, William Struckhoff, Edward A. Suter, Norman F. Symsack, Jerry I. Thompson, James O. Voelpel, Max Vogl Jr., Richard C. Ware, Earl J. Wegener, E. E. Weinzettel, Clarence R. Wiegert, Edward Winzen, Arthur L. Zeis and Clarence R. Ziegler.

30-year members honored but not pictured were Elmer E. Abmeyer, Bernard P. Ahrens, James H. Allen, Jerry B. Bitter, Leonard G. Brauch, Leslie L. Brown, Forrest Buesking, Richard L. Buss, Sharon W. Carter, Clarence R. Coffman, James M. Conley, Donald R. Cook, Johnny R. Darby Jr., Joe W. Dittmaier, Donald A. Dufaux, Donald G. Eckert, Arthur A. Engel Jr., C.A. Farrow Jr., Orville M. Gapsch, Robert F. Giegling, Louis L. Gogue, Charles F. Gorla, Samuel J. Hagemann, Le Roy F. Jennewein, Wilbert H. Kettler, Ronald E. Kizer, Frank T. Sleffner, S. V. Knittel, Raymond R. Kostedt, Joseph Krassinger, Robert Kratochwil, Wilfred E. Kuhlman, William L. Kull, Clifford LaBelle, Floyd S. Ladd, Arthur H. Levery, Melvin C. Luaders, Frank C. Lutes, Claude D. Macomber, Frank J. Mastis, Donald E. Meyer, Raymond Roy Meyers, Louis R. Niccum, Walter R. Noll, William C. O'Hara, John J. Osiecki, Eugene P. Pasziewicz, John W. Petrowsky, Robert A. Puricelli, Milton Robinson, Richard Schaefer, Harold Schnitzer, Walter L. Schott, Wayne L. Sheldon, Russel C. Shelton Sr., Joseph S. Skabialka, S.E. Smith Jr., Joseph E. Stecher, Kenneth R. Stecher, Raymond A. Thebeau, Fred R. Webelhuth and Herbert O. Wilson.

25-year members honored but not shown were Carl H. Blackard, Richard S. Blumm, Dale Brooks, Howard E. Chandler, John J. Dengler, R.J. Dickinson, Herman A. Donnelli, George L. Farabell, William H. Farrow, David E. Frederick, Steve P. Gaal Jr., Charles M. Gapsch, Henry Hagemann, Charles Haverstick, Vincent H. Hogan, Rayman L. Hritz, Keith Frank Kohler, Daniel J. Kory, Marvin K. Kraft, Otto R. Krause, Charles W. Langley, Oliver G. Laux Jr., Robert F. Leiber, James M. Lutton, George Marlock Jr., Ron R. Miller, Roy W. Miller,

Continued on Next Page

Robert A. Mueller, Jimmie D. Myers, Benjamin Pilgram, George Rackley, Kenneth W. Ray, Robert H. Rich, Victor G. Riebold, Lawrence E. Ross, Carl Ruoff, Leonard Schmidt, John G. Serafin, Claude V. Sherrell, Karl N. Tensing, Emil S. Theiss Jr., Harold E. Vernon, Richard Washburn, Eugene J. Wetzel and Orbie G. Wheeler.

MIAMI, FLA.

Service pins were awarded to members of Local 125, Miami, Fla., during the local's first annual picnic.

Chairman Eugene Perodeau and Financial Secretary Ken Pekel presented pins to members with longstanding service.

Photo 1—Hinell

Photo 1: William Hinell, 65-year member.

Photo 2: Honored for 50 years of service were Laverne Decker, Edward Grace, Paul Feige, G.C. Vaughn, Vincent Jereb, Joe Nicchirco and Floyd Stegman.

Photo 3: Members with 45 years of service were Archie Holland, Justus Bailey, Earl Garrow, Milton Walton, Lonnie Mathis, Francis Wilson, Jesse Morris, Vaugh Ritchey, Henry Holder and Charlie Valois.

Photo 4: 40-year members were front, Paul Cajacob, Daniel Arace, Norval Swinford, Bill Pinder, Bill Painter and Marion Gustafson.

Second row, John Bryan, Fred Martin, Ezekiel Poitier, George Richards, Alvin Smith and Joe Stevens.

Back Row, Chester Maxwell, John Bigham, Albert Bickford, Harry Pence, M. E. Patterson, Arthur Little, Hap Riggins and John Cook.

Photo 5: John Bello, James Burkhalter, Rufus Dyer, Charles Woodward, Charles Schnetzer, Vincent Leo, Don Mylks, Chester Neugent, Ernest Van Eyke and Robert Richardson were honored for 35 years of service.

Photo 6: 30-year members honored were John E. Cochran, Ken Berghuis, Earl Cote, William Oliver, Robert Ellison, Eugene Perodeau, John Evers, A. F. Steigel, Lincoln Lawrence, Joe Kilpatrick, Fred Upchurch, Norris Lightbourne, Bernardino Vellon and Ken Pekel.

Photo 7: Members with 25 years of service were Roger Ashburn, John Costello, Frank Ferrante, Sandor Kiss, W. J. Knowles and Marvin Womack.

Photo 8: 20 year service pins were awarded to Garfield Gilbert, John Kinsey, Teddy Martin, Joseph Mazzola, Will Rollins, Ben Steib, Fred Williams and Dwight Benson, kneeling.

Miami, Fla.—Photo 8

Miami, Fla.—Photo 2

Miami, Fla.—Photo 3

Miami, Fla.—Photo 4

Miami, Fla.—Photo 5

Miami, Fla.—Photo 6

Miami, Fla.—Photo 7

TEXAS CITY, TEXAS

Fred Butler, member of Local 973, center, was honored by Paul Wilder, president, and W.A. Ruyle, business representative, for his 60 years with the Brotherhood.

RED BANK, N.J.

Local 2250, Red Bank, N.J. awarded members service pins and recognized them for their various achievements. Among those receiving a service pin was General President Sigurd Lucassen, a member of Local 2250, who was honored for 35 years of continuous service to the Brotherhood.

Unable to attend the ceremony were Thomas Campbell and Michael Kurtz, who were honored for 60 years of service.

Photo 1
Red Bank

Photo 1: 50-year member, Russell Schank.
Also honored but not pictured were Ed Rockafellow and Kenneth Bennett.

Photo 2: Members receiving pins for 45 years of service were August Aschettino and Malcolm Peseux.
Also honored but not pictured were Ernest Bohn, Anthony Costic, Arden Miller, Anton Petrofsky, Ridgeway Pyott, Ed Sickles and Charles Van Hise.

Photo 3: 40-year members honored were Edward Nessman, Martin Kammann, George Edwards and John Coleman.
Honored but not shown were Louis Donato, Milton Edwards, Fidele Gizzi, Conrad Hall, Richard Morris, John McKenzie, Walter Rapp, Harold Dressler.

Photo 4: General President Sigurd Lucassen received a pin for 35 years of continuous service to the Brotherhood from Local 2250 President Philip Parratt.

Photo 5: Honored for 35 years of service were Donald Carpenter, Nate Robertson, Ralph Roach, Eugene Bedell, Angelo DeGeorge, Nick DeAngelo, Tom Fox Sr., Claude Morris and Trygve Pedersen.

Ben Clark, Robert Gardella, Thomas Grim, William Hallam Sr., Santo Macaluso, Anthony Russo and Colon Yarbrough were also honored but were unable to attend.

Photo 6: Donald Forbes, 30-year member.
Also honored but not shown was Clayton Carty.

Photo 7: Members who received pins for 25 years of service were William Gough, Richard Edwards, Loren Quick, Frank Dancey, David Chafey, Anthony Damiano, Sam Baldanza and N. Charles Jutras.
Honored but not shown were Henry Barry, Warren Baxter, Walter Bolinsky, Frank Cardelfe, Albert Emmons, Eugene Gilbert, Howard Henry, Arthur Jensen, Walter Kraus, Bill McIntrye, Lawrence Norman, Thomas Parnell, William Ryan Jr., Lewis Schneider, Harold Smith, Melvin Stanford and Russell Zilinski.

Red Bank, N.J.—Photo 2

Red Bank, N.J.—Photo 3

Red Bank, N.J.—Photo 4

Red Bank, N.J.—Photo 5

Red Bank, N.J.—Photo 6

Red Bank, N.J.—Photo 7

ANCHORAGE, ALASKA

Service pins were awarded to members of Local 1281, Anchorage, Alaska, with 25 or more years of service.

Honored members, shown in the accompanying photograph, were, front, Mike Steik, 25 years; Bill Osteyee, 40 years; Allen Wille, 35 years; Elmer Trobough, 35 years; Leslie "Shorty" Krome, 35 years; and Ed Rybarz, 35 years.

Back row, Clifton Carr, 25 years; Truman Watkins, 40 years; J.C. "Tex" Robnett, 40 years; Ernie Knackstedt, 35 years; and Dale Day, 35 years.

A number of members were honored but were unable to attend.

Donald Hitchcock and Donald K. Smith were awarded lifetime membership for 50 continuous years of service to the Brotherhood.

Also honored were 45-year members Thomas Baldwin, Norman Craven, Wilbur Ellis, Dewey Erickson, Burk Garris, Ervin Holmes, T. W. Martin, C. F. McAllister, John McDonald and Howard Williamson.

40-year members honored were Vyrett Chamberlain, Raymond Gatz, Anthony Halza, Earl Houlder, Eugene Johnston, Joseph Kurtz, Jake Markley, Walton McClure, Ray Michlig, Milton Mulligan, Joe Munson, Patrick O'Donnell, Jerald Simons, Marshall Sleeper, Floyd Ward and Stanley Wilk.

Honored members with 35 years of service were Wayne Becker, John R. Bennis, George Burns, William "Scotty" Digney, Elmer Harris, Alfred Kerkove, Sueo Mashino and George Nishi.

Alger Morris and David Youngdahl were honored for 30 years of service.

25-year members honored were Damon Hall, Leonard Hogue, Leslie Naff, William Shirley and John "Norm" Streb.

IN MEMORIAM

The following list of 536 deceased members and spouses represents a total of $1,039,385.28 death claims paid in June 1988; (s) following name in listing indicates spouse of member.

Local Union, City

8 **Philadelphia, PA**—Charles T. Eckert.
10 **Chicago, IL**—Charles D. Schneider, Martin Stenson, William Rosteck Jr.
14 **San Antonio, TX**—Lester C. Chatman.
16 **Springfield, IL**—Charles Turigliatto.
17 **Bronx, NY**—Clarence Thompson.
18 **Hamilton, Ont., CAN**—Marguerite Stasiuk (s).
20 **New York, NY**—Clifford Stonier.
22 **San Francisco, CA**—Edwin Soderlund.
23 **Williamsport, PA**—Bela Horvath, Bernard Novakoski, William H. Boyce.
24 **Central, CT**—Chester Lewandowski, Dennis E. Briggs, John E. Page, John W. Wood.
27 **Toronto, Ont., CAN**—Donald Morgan, Hugo Peebles, Ignacy Gaweda, Jesse Vokey.
31 **Trenton, NJ**—Louis Haszu.
34 **Oakland, CA**—Herbert O. Patterson.
35 **San Rafael, CA**—Emanuel Cobb.
36 **Oakland, CA**—Booker T. Caldwell.
38 **St. Cathrns, Ont., CAN**—William James Hope.
42 **San Francisco, CA**—Jaroslav Chlup.
43 **Hartford, CT**—Mary A. Kamerer (s).
44 **Champaign & Urbana, IL**—Samuel W. Kingery.
50 **Knoxville, TN**—Arthur Goodman, Clara F. Walters (s), Clyde H. Webb, Henry M. Martin.
51 **Boston, MA**—Roland Snook.
54 **Chicago, IL**—Walter J. Alvin.
55 **Denver, CO**—Alfred C. McClary, David J. Matthews, Edward Mues, George M. Watson.
58 **Chicago, IL**—Albert B. Marcussen, Frank J. Taylor.
61 **Kansas City, MO**—Clara Alice Tye (s), Horace L. Norton, Johnny Joe Wise, Lawrence D. Weisz, Raymond Earl Gardner, William A. Koch.
63 **Bloomington, IL**—Thelma L. Thrasher (s).
64 **Louisville, KY**—Archie C. Barnett, Lillian Boutcher (s).
65 **Perth Amboy, NJ**—John Lesko.
67 **Boston, MA**—Helen Louise Brennan (s).
71 **Fort Smith, AR**—Benjamin F. Reynolds, Rosa Bernice Gregory (s).
73 **St. Louis, MO**—Mary Sue Bruyere (s).
74 **Chattanooga, TN**—Ray A. Farmer, Richard P. Martin.
80 **Chicago, IL**—Elmer G. Carlson, Gusi Gustavsen, Linden F. Astle.
85 **Rochester, NY**—Carmella Cordaro (s).
87 **St. Paul, MN**—Arthur L. Handschin, Eunice Landrum (s), Richard J. Amey.
89 **Mobile, AL**—Mary Jeanette Scott (s), Rufus H. Rhodes.
93 **Ottawa, Ont., CAN**—Yvon Melanson.
94 **Providence, RI**—Anna Tella (s), Anthony L. Roberts Sr., Raymond E. Sisson Jr.
95 **Cleveland & Lake Co., OH**—Carl A. McClintock, George W. Schmidt Sr., George H. Wilson, Rudolph J. Metelko.
102 **Oakland, CA**—Walter Heglie.
104 **Dayton, OH**—John McCuiston.
106 **Des Moines, IA**—Harold K. McKray, Leo D. Belvel, Marion F. Bowman.
113 **Middletown, OH**—Mary Jane Proffitt (s).
114 **East Detroit, MI**—Frederick O. Cobb.
118 **Detroit, MI**—Ernest E. Batten, Fritz R. Hoffmann.
123 **Broward County, FL**—James E. Neicen, Louise C. Conary (s), William L. Blackwell.
124 **Passaic, NJ**—John F. Schreck.
125 **Miami, FL**—Calvin J. Timmons, Elmer Ketcham, John J. Corcoran, Robert E. Jenkinson.
127 **Birmingham, AL**—James Virgil Hollon Sr.
131 **Seattle, WA**—Silas W. Sims.
132 **Washington, DC**—Donald W. See, William H. Bosely.
134 **Montreal, Que., CAN**—Philippe Morris, Willie Plouffe.
140 **Tampa, FL**—Frank Macias, Jacinto Pierola.
141 **Chicago, IL**—Arthur C. Carlson, Christ Nygard, Kasimieras Jurgilas.
142 **Pittsburgh, PA**—Onorato Bucci.
144 **Macon, GA**—Cecil Powell.
149 **Tarrytown, NY**—Norman Swigert.
161 **Kenosha, WI**—James A. Matson, Peter M. Jensen, Richard Anthony Epping.
163 **Peekskill, NY**—Bernard Christensen, Lester Williams.
166 **Rock Island, IL**—Janeen Ellenore Dudzik (s).
168 **Kansas City, KS**—Earl W. Kirkham, Raymond H. Caldwell, Troy W. Johnson.
171 **Youngstown, OH**—John Lochrane, Marianne F. Svasta (s).
180 **Vallejo, CA**—Irene W. Leshe (s).
184 **Salt Lake City, UT**—Durward V. Scott, Joseph F. Russell, Lavaur R. Lecheminant, Perry M. Beeson, Royce William Moon.
187 **Geneva, NY**—Willie J. Brown.
195 **Peru, IL**—Walter J. Halm.
199 **Chicago, IL**—Edwin O. Frederici, Guido Baggio, Raymond Hacker.
200 **Columbus, OH**—Henry Rowe, Marie Grace Wolf (s), Monford Scheiderer.
201 **Wichita, KS**—Mary J. Leonard (s).
209 **San Fernando, CA**—Charles S. Raia, Henry S. Stoddard.
210 **Stamford, CT**—Guy L. Hurd, Maurice Chiarenzelli, Steve J. Rosina.

Local Union, City

211 **Pittsburgh, PA**—Marie Marquardt (s).
212 **Cleveland, OH**—Franklyn E. Yehlik.
223 **Nashville, TN**—Edward Carmack Campbell, Ernie C. Hudson, John R. Lee Sr., Leonard William Carson, Meredith Seywright Henry.
225 **Atlanta, GA**—Willie Ralph Snow.
232 **Fort Wayne, IN**—Howard E. Ensley.
235 **Riverside, CA**—Austin G. Rexroat, Malcolm A. Stouffer.
242 **Chicago, IL**—George J. Bulger, Roger W. Wicklund, Thomas A. Langer.
246 **New York, NY**—Helmut Besier
247 **Portland, OR**—Emil F. Schleichardt, Harvey R. Wick, Herbert Keierleber, John M. Hjulstad, Leonard M. Arness, Mabel Tressie Bottemiller (s).
248 **Toledo, OH**—Carl B. Lochbihler.
250 **Waukegan, IL**—Mary M. Kuznik (s).
256 **Savannah, GA**—Henry J. Rahn.
257 **New York, NY**—Anthony Aloisio, Axel Hilding Larson.
261 **Scranton, PA**—Agnes A. Kalsinski (s).
262 **San Jose, CA**—Gerda Maynard (s), Manuel Rey.
264 **Milwaukee, WI**—Fred Dahnke.
280 **Niagara-Genesee&Vic, NY**—Walter Raymond Brumsted.
283 **Augusta, GA**—Arthur Martin Gay, Floyd Charles Hegler Sr.
287 **Harrisburg, PA**—Donald E. Sealover.
296 **Brooklyn, NY**—Harry Caesar, Jens Larsen.
309 **San Gabriel, CA**—Clarence Stiles, Elizabeth Irene Stocke (s), Frederick W. Faller, Harley Dale Hoag, Lindsey F. Doyle, Patricia Ann Dexter (s).
314 **Madison, WI**—Zoern J. Hansen.
316 **San Jose, CA**—Cecil B. Ford, Edwin Johnson, John R. Putnam.
319 **Roanoke, VA**—Alex C. Patsel.
329 **Oklahoma City, OK**—Cecil M. Bailey, Ernest P. Holiman.
333 **New Kensington, PA**—John Kaminsky.
342 **Pawtucket, RI**—Charles H. Lumb.
344 **Waukesha, WI**—Anthony R. Wierzba, Michael Sokolowski, Milton C. Stark, Roger B. Ottmann.
347 **Mattoon-Charleston, IL**—Henry Beyers, John B. Ogden.
348 **New York, NY**—Eino Markkula.
357 **Draffenville, KY**—James P. Pittman.
359 **Philadelphia, PA**—Richmond Lee Hughes.
361 **Duluth, MN**—Herbert C. Anderson, O. Walter Nelson.
370 **Albany, NY**—Americo Marcucci, Arnum Weiler, Charles Oliver, Harriet Lenski (s).
377 **Alton, IL**—Arline E. Watson (s), Edward Bobbs, Ethel Leen Smart (s), Norma L. Dean (s).
379 **Texarkana, TX**—Lloyd William Phillips.
393 **Camden, NJ**—Clyde Babb.
400 **Omaha, NE**—Lawrence Ladehoff.
403 **Alexandria, LA**—Addie Leola Marcus (s), Marshall W. Scroggs.
409 **Westside, CA**—Dennis Nine, John R. Lydon, Juan Camacho, Samuel H. Edwards.
417 **Saint Louis, MO**—Betty L. Dale (s), Carl M. Cooper, Frank O. Gall.
434 **Chicago, IL**—Adam Engelman.
437 **Portsmouth, OH**—Charles Ray Martin.
446 **St. Ste. Marie, Ont., CAN**—Kalevi A. Saari
452 **Vancouver, BC**—Franz Troje, Peter J. Smith, Peter Patrick.
454 **Philadelphia, PA**—Patrick C. Wade.
465 **Chester County, PA**—Andrew Stephen Fedor, Sylvester Bondrowski.
469 **Cheyenne, WY**—Joseph Juraco
470 **Tacoma, WA**—Colleen M. Aune (s), Myrtle Nelson (s), Vern W. Fogle.
472 **Ashland, KY**—Martin Hay, Woodrow R. Samuel.
476 **Clarksburg, WV**—Howard Miller.
483 **San Francisco, CA**—Joseph Sanchez Tirado, Junior Childers.
492 **Reading, PA**—Willard L. Stripling.
493 **Mt. Vernon, NY**—Sabatino Capozzi.
494 **Windsor, Ont., CAN**—Alex Szumowski.
496 **Kankakee, IL**—Harold W. Topliff.
502 **Port Arthur, TX**—David Henry Sumrall.
505 **San Diego, CA**—John E. Lander, Norman J. Armin.
510 **Berthoud, CO**—Ernest F. Gust.
512 **Ann Arbor, MI**—Arvid J. Lindholm.
515 **Colo. Springs, CO**—Thomas F. Pankau, Vernald O. Engelking.
522 **Durham, NC**—Raymond C. Lane.
526 **Galveston, TX**—Oscar M. Adams.
528 **Washington, DC**—Easter Reed (s).
531 **New York, NY**—Egil Olsen
532 **Elmira, NY**—Archie Anstey, Basil E. Richardson.
541 **Washington, PA**—Bertha W. Martin (s), Thomas Dale Watts.
543 **Mamaroneck, NY**—George Porto.
546 **Vincennes, IN**—Oscar Bland.
548 **Minneapolis, MN**—Dominic J. Greeley.
549 **Owensboro, KY**—Violet Rene Humphrey (s).
551 **Houston, TX**—Carson T. Musick, Charles C. Carter, Curtis G. Anderson Sr., Edwin Fred Moodyman, John C. Sparks, Joseph S. Ousley, Lela M. Thompson (s), William J. Weissinger.

Local Union, City

557 **Bozeman, MT**—James E. Plum.
562 **Everett, WA**—George P. Rasmussen.
576 **Pine Bluff, AK**—Isom A. Monroe.
579 **St. John, NF, CAN**—George Austin.
586 **Sacramento, CA**—Charles Westerinen, Donald R. Guthrie, Ladislao Lopez, Mabel B. Shumaker (s), Oather Shackleford, Raymond P. Cavanaugh.
600 **Lehigh Valley, PA**—William Rutt.
605 **Vista, CA**—Andrew J. Heath Jr., Hughlon A. Clawson.
608 **New York, NY**—Reidar Strandley, Thomas J. Sweeney.
616 **Chambersburg, PA**—Hugo R. Kabbel
620 **Madison, NJ**—Julius A. Kiss, Thelma Monthemont (s).
622 **Waco, TX**—Curtis B. Gorman.
626 **Wilmington, DE**—Victor J. Liburdi.
627 **Jacksonville, FL**—Dennis H. Johnson.
630 **South Bay, CA**—Allan William McCord, Edward L. Gill, Eylus John Bratcher, Maggie Louise Mick (s).
638 **Marion, IL**—Gusta Marie Gardner (s).
639 **Akron, OH**—Raymond Carl Benson.
642 **Richmond, CA**—Ernest Arnold Kruger, Leroy Walton, Winston Pearce Smith.
644 **Pekin, IL**—Opal Oedewaldt (s).
646 **Rhinelander, WI**—John J. Jablonickey.
665 **Amarillo, TX**—Smith L. Grimes.
668 **Palo Alto, CA**—John A. Lahde.
675 **Toronto, Ont, CAN**—Albino Boucinha.
721 **Los Angeles, CA**—Salvador Montoya.
732 **Rochester, NY**—August Falk.
738 **Portland, OR**—Harold Gelsvik.
740 **New York, NY**—Harry Oxford, Joseph Polashock.
742 **Decatur, IL**—Haven L. Walker.
743 **Bakersfield, CA**—Billie Carol Esau (s), Cecil Shackelford, John W. Millican.
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747 **Oswego, NY**—Ethel Louise Johnson (s), Francis A. Dehm.
751 **Santa Rose, CA**—Edith Garrison (s), Kay Samuel Elders.
756 **Bellingham, WA**—Jarle Helland.
764 **Shreveport, LA**—Carol Thomas Weaver, James H. Aldridge Sr., William H. Roberts.
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790 **Dixon, IL**—Harold Stenstrom.
829 **Santa Cruz, CA**—Samuel John Goodson.
836 **Janesville, WI**—Burton Warner.
839 **Des Plaines, IL**—Earl W. Nagel.
845 **Clifton Heights, PA**—Christian G. Christiansen, Irvin George Malick, Peter W. Holm.
851 **Anoka, MN**—Gettes L. Huddle.
857 **Tucson, AZ**—Lawrence G. Foote.
875 **Panama City, FL**—Esker Dallas Hagler.
902 **Brooklyn, NY**—Anna Deangelis (s).
930 **St. Cloud, MN**—Edwin Helgeson.
938 **Richmond, MN**—Donald W. Holmes.
943 **Tulsa, OK**—Arden Earl Carey Jr., Donald Paul Berry, Herman Buddy Klassen.
948 **Sioux City, IA**—Alfred Daniel Bue.
964 **Rockland Co., NY**—Adam W. Kunz.
978 **Springfield, MO**—Alice L. Jeffryes (s).
981 **Petaluma, CA**—Buster B. Cooper.
998 **Royal Oak, MI**—Anthony J. Vendlinski, James J. Williams, Leo J. Demel.
1001 **N Bend Coos Bay, OR**—William Bror Berg.
1005 **Merrillville, IN**—Andrew Jakich Sr., Charles M. Shirey Jr..
1022 **Parsons, KS**—Clyde Likins.
1027 **Chicago, IL**—Frank S. Kayda, John Bede, Robert G. Erickson.
1043 **Gary, IN**—Lowell N. Lemon.
1062 **Santa Barbara, CA**—Joseph J. Aparicio.
1065 **Salem, OR**—Paul Hershal Higley.
1066 **Cincinnati-Dayton, OH**—John D. Wheatley.
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1078 **Fredericksburg, VA**—Gatliff E. Debord.
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1107 **Kenilworth, NJ**—Stephen O'Neill.
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1136 **Kettle Falls, WA**—Minnie Eng.
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1148 **Olympia, WA**—Andrew Clarence Pfaff.
1149 **San Francisco, CA**—Robert E. Lewis.
1159 **Point Plasant, WV**—Joseph Cliff Roush.
1164 **New York, NY**—John Levisenkoff.
1235 **Moesto, CA**—Marion Donald McAnally.
1243 **Fairbanks, AK**—Daniel Kekahuna Hoopii.
1244 **Windsor, Ont, CAN**—Russell G. Barker.
1251 **N Westminister, BC, CAN**—Len Hansen.
1263 **Atlanta, GA**—Ernest B. Satterfield.
1273 **Eugene, OR**—Betty Jane Bott (s), Walter McNulty.
1278 **Gainesville, FL**—John J. Fitzgerald.
1281 **Anchorage, AK**—Bertil C. Brandstrom.
1303 **Port Angeles, WA**—Harold Eli Parks, Peter Albert Gaspers.
1310 **St. Louis, MO**—Henry Moses Russell.

Local Union, City

1319 **Albuquerque, NM**—Louisa R. Chavez (s).
1323 **Monterey, CA**—Alice I. Davis (s).
1342 **Irvington, NJ**—George W. Nelson, Giusseppe Vitale, John G. Uhrin, John S. Andalora.
1373 **Flint, MI**—Gordon Campbell.
1392 **New Glasgow, NS, CAN**—Roy Douglas Allen.
1397 **North Hempstad, NY**—Biagio Catapano.
1407 **San Pedro, CA**—Patrocinio Peter Rosales.
1423 **Corpus Christie, TX**—Ell Standridge (s).
1453 **Huntington Bch., CA**—Elizabeth Ciaccio (s), Eugene Carl Coke, John E. Dellea, Philomena Brown (s).
1456 **New York, NY**—Arvid I. Isaksen, Eddie Johnsen, Harry Gustavson.
1469 **Charlotte, NC**—John B. Craft, John Bryan Sutphin.
1471 **Jackson, MS**—Willie Gee Beckham (s).
1486 **Auburn, CA**—Arthur J. Brown, Ross Dewey Ferris.
1489 **Burlington, NJ**—Leroy P. Ridgway Sr.
1506 **Los Angeles, CA**—Allen R. Carr, George Joseph Byssing, Karl Lansbery, Kay K. Woodward, Rowland T. Duncan.
1529 **Kansas City, KS**—Harry V. Moore.
1532 **Anacortes, WA**—Axel Eklund.
1544 **Nashville, TN**—Claude Edward Carrigan.
1545 **Wilmington, DE**—Emil Dobraski, George Clark Jr.
1553 **Culver City, CA**—Richard Ortega.
1554 **Miami, FL**—Gabriel Salvat.
1581 **Napoleon, OH**—Raymond Moser.
1595 **Montgomery County, PA**—Edward H. Hecker.
1597 **Bremerton, WA**—Harvey D. Barnhill.
1598 **Victoria, BC, CAN**—Harold Fossum, John Savage.
1599 **Redding, CA**—Hubert N. Cummins.
1607 **Los Angeles, CA**—Robert V. Freeman.
1615 **Grand Rapids, MI**—Charles A. Grzeskowiak.
1622 **Hayward, CA**—Edgar J. Keeth, Frank Bakker, Mario Saracco, Thurman M. Root.
1644 **Minneapolis, MN**—Lawrence A. Janning, Mark J. Lemancik.
1650 **Lexington, KY**—Cohen Teater, Ira Smith Rye.
1664 **Bloomington, IN**—Riley O. Elkins.
1665 **Alexandria, VA**—Ernest G. Snider Jr., James R. Carr.
1669 **Ft. William, Ont, CAN**—Honore Perth, Samuel Nelson.
1689 **Tacoma, WA**—Cyril A. Hall.
1693 **Chicago, IL**—Jack Walter Brosseau, James S. Hutton.
1707 **Kelso-Longview, WA**—John E. Runberg.
1723 **Columbus, GA**—Robert L. Merritt Sr.
1739 **Kirkwood, MO**—Arthur Dubois Jr., Harvey D. Peters.
1749 **Anniston, AL**—William A. Reaves.
1752 **Pomona, CA**—Albert Munsterman, Robert O. Edwards.
1764 **Marion, VA**—Lula Mae Aker (s), Parris D. Bales, William W. Keyes.
1770 **Cape Girardeau, MO**—Carrie Mae Campbell (s), David Cicero White, Eursel Alvin Cate, Forrest C. Petty, Henry Tom Arnold.
1778 **Columbia, SC**—Moses Landrum Matthews.
1780 **Las Vegas, NV**—Charles R. Arnold, Michael Zenchak.
1815 **Santa Ana, CA**—Floyd Dailey, Patsy Sutton (s), Robert M. Bigelow.
1827 **Las Vegas, NV**—Joseph Mitzen.
1837 **Babylon, NY**—Fred Rydstrom, Giuseppe Tromba, Martin Kull, Reginald Gaulton.
1845 **Snoqualmie, WA**—Delbert L. Robinson.
1846 **New Orleans, LA**—James R. Campbell, Louis J. Shaw Jr.
1849 **Pasco, WA**—Ernest Shelley, Hallie Marcena Hill (s).
1861 **Milpitas, CA**—Patrick J. Flaherty, Walter J. Gleadall.
1865 **Minneapolis, MN**—Darrel V. Freer.
1884 **Lubbock, TX**—Paul J. Shook.
1914 **Phoenix, AZ**—Frank Walter Gielata.
1931 **New Orleans, LA**—Hiliare Andry.
1954 **Brookfield, IL**—Richard E. Stillwell.
2020 **San Diego, CA**—Harry E. Rohrbach, Harry J. Morey, Walter C.Burgess.
2046 **Martinez, CA**—Ezra Hohnstein, Joseph Everard.
2119 **St. Louis, MO**—Paul K. Hunter.
2130 **Hillsboro, OR**—Ray W. Dolan.
2155 **New York, NY**—Angelo Roccasalvo.
2168 **Boston, MA**—Warren H. Cormier.
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2222 **Goderich, Ont, CAN**—James D. Watson.
2235 **Pittsburgh, PA**—Carl V. Svitko.
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2264 **Pittsburgh, PA**—Anthony L. Wolffe.
2265 **Detroit, MI**—Cletis Elwon Owens.
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2309 **Toronto, Ont., CAN**—Milan Jaksa, Robert Martin.
2350 **Scranton, PA**—Walter Jackowicz.
2361 **Orange, CA**—Steven Ernest Thomas.
2375 **Los Angeles, CA**—James A. Smith, Michael S. Kroniss.
2398 **El Cajon, CA**—Shirley May Lowe (s).
2416 **Portland, OR**—Gerald P. Eggleston.
2461 **Cleveland, TN**—John Frederick Clapper.
2463 **Ventura, CA**—John R. Hall, Joseph A. Proctor.
2486 **Sudbury, Ont., CAN**—Veikko Edvin Heinonen.
2564 **Grand Fall, NFL, CAN**—Richard John.
2608 **Redding, CA**—Layton E. Huffman, Samuel E. Lyon.
2633 **Tacoma, WA**—Lawrence Kimbel.
2652 **Standard, CA**—Walter T. Long.
2682 **New York, NY**—Estelle Kessler.
2691 **Coquille, OR**—George E. Lorenz.
2739 **Yakima, WA**—Walter W. Wendt.
2791 **Sweet Home, OR**—Vernon L. Light.

Local Union, City

2817 **Quebec, Que., CAN**—Oivde Gagnon.
2819 **New York, NY**—Milledge Gibson.
2823 **Pembroke, Ont., CAN**—Hilary Gauthier.
2921 **Shippigan, NB, CAN**—Raymond B. Cormier.
2949 **Roseburg, OR**—Ila M. Barklow (s), Rachel D. LeBarge (s).
2961 **St. Helen, OR**—Martha Cora Combes (s).
9063 **Richmond, VA**—Henry Clyde Craft Sr.

OUR APOLOGY

In a recent issue of Carpenter we incorrectly reported that John Valkama of Local 452, Vancouver, B.C., had died. It was a clerical error, and Brother Valkama had, instead, only filed a disability claim.

Our untimely listing of his name in "In Memoriam" resulted in "letters of sympathy and flowers to his wife from his friends in many parts of the country, including Edmonton, Toronto, Dawson Creek and Palo Alto, Calif.," according to Bill Darnell, financial secretary of Local 452.

"He is gratified that his friends expressed their condolences, however, he wishes to assure them that he has not passed away . . ."

Labor Day review

Continued from Page 4

5.6 million injured on the job, unions also kept up the pressure inside and ouside the courts on the Occupational Safety and Health Administration.

OSHA complied with a court order to expand its toxic labeling rule to cover workers outside of manufacturing. However, the Steelworkers sought contempt citations against top officials of OSHA and the White House Office of Management and Budget, charging that they blocked full implementation of the court's orders. OSHA employees blew the whistle on OMB's interference in rulemaking at a Senate Labor Committee hearing.

OSHA axed the Reagan-implemented records check policy which labor had vigorously opposed as keeping inspectors out of plants. It also proposed a lockout-tagout rule long sought by unions and a generic rule to lower the permissible exposure limit for some 400 substances.

Although applauding aspects of these actions, labor still prodded OSHA into fuller worker protection on formaldehyde, benzene, grain dust, hazardous waste sites, blood-borne diseases and enforcement. Fed up with OSHA's poor enforcement and standard-setting record in the construction industry, the AFL-CIO Building and Construction Trades Dept. called for a separate safety agency for construction.

In the legal arena, the Senate rejected on a 58–42 vote President Reagan's nomination of Judge Robert H. Bork to replace Justice Lewis F. Powell Jr., who retired. The conservative judge was vigorously opposed by labor. After a series of revelations which embarrassed the Administration, Reagan's second nominee, Judge Douglas H. Ginsburg, withdrew his name. The Administration's third attempt to fill the vacancy was luckier, with Anthony M. Kennedy approved on a 97–0 Senate vote.

Supreme Court victories for labor included rulings that union workers may sue employers for damages over retaliatory dismissals; ordered the Labor Dept. to enforce the law requiring employers and consultants to report union-busting activity; upheld union rights to leaflet shopping malls to support boycotts; and reaffirmed limits on courts' powers to reverse arbitrators' decisions.

In major blows to unions, the high court limited unions' use of agency shop fees and upheld the 1981 ban on food stamps for strikers' families.

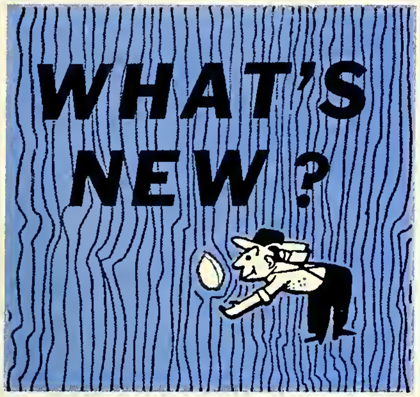
Lower court decisions included a federal appeals court ruling in favor of the Chemical Workers' battle over the right of union access to workplaces where workers' safety is jeopardized. Rail unions won a decision striking down post-accident drug testing on constitutional grounds. Courts took varying stands on federal union's suits against the Administration's push for drug testing of government workers, the issue appeared certain to turn up in the Supreme Court.

In international news, labor worldwide denounced new repressive measures against trade unions and other opponents of the South African government's apartheid system. U.S. unions provided material and moral support for the 340,000 black miners who struck for economic justice. Unions here also supported South Korean workers who struck that country's auto, textile and footwear industries. Mexican and U.S. unions joined in solidarity to curb the economic exploitation of Mexican workers by U.S. employers who have shifted plants and jobs south of the border.

Labor backs Sheet Metal's GE boycott

The Sheet Metal Workers International Assn. has initiated a boycott of the General Electric Co., with the support of the AFL-CIO.

Last month, Sheet Metal Workers picketed GE plants in Plainville, Conn., Cicero, Ill., and elsewhere. They are also doing informational picketing in many shopping malls across the country, urging consumers not to buy GE products.



RIGGING HANDBOOK

A completely revised and updated edition of *Handbook of Rigging: For Construction and Industrial Operations* has been published by McGraw-Hill Book Company.

Written by W. E. Rossnagel, Lindley R. Higgins and Joseph A. MacDonald, this authoritative, practical resource provides extensive coverage of the most reliable and effective methods to use in all types of rigging jobs. It presents detailed information on such topics as tools, scaffolds, slings, ladders, cranes, jacks, and accessories.

Of particular interest are explanations of different sections of OSHA regulations that govern safe practices in the use of rigging equipment and materials on projects. The handbook examines safety considerations for everything from personal protective gear to hoists and elevators, from storage requirements to respiratory protection, and from the chains and ropes used for rigging to helicopter precautions.

This fourth edition of the handbook offers new material and data on a broad range of subjects, including wood technology, fiber and wire-strand rope, scaffolding of all types, derricks and cranes, and devices for hoisting material or personnel. Scores of charts, graphs, diagrams, and pictures are used to amplify and supplement the various discussions.

Comprehensive in scope, the book covers conventional rigging operations in industrial plants, factories, and power plants; in the transportation and handling of heavy machinery; in mines and port facilities; and on construction sites for either the erection or demolition of structures.

The book consists of 532 pages and many illustrations. It sells for $55.00. Your local book store might order a copy for you, or send a check or money order to McGraw-Hill Book Company, 11 West 19th St., New York, N.Y. 10011 or telephone: 212/337-5945 or 337-5951.

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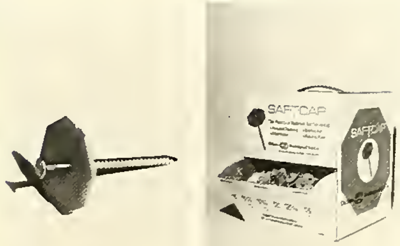

SAF-T-CAP nails, new from Dickson Weatherproof Nail Co., provide builders with an answer for applying foam sheathing, poly-vapor barriers, house wraps, roofing felts and other easily punctured or ripped materials.

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SAF-T-CAP nails are packaged in convenient 2,000-count cartons, featuring carrying handles and re-closable drawers for easy on-the-job access.

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SAF-T-CAP nails are available in standard sizes from 1″ to 3″ lengths.

For further information on SAF-T-CAP nails contact Dickson Weatherproof Nail Company, Dept. P, P.O. Box 590, Evanston, Ill. 60204, or phone (312) 864-2060.

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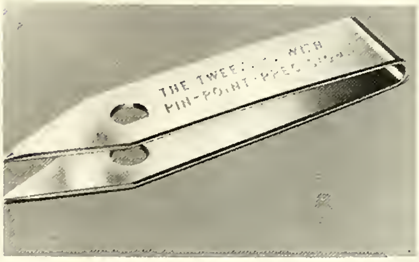

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AMERICAN CANCER SOCIETY®

How we express ourselves on Labor Day

The goals of union members are as valid today as they were a century ago.

On Sept. 5, Labor Day, carloads of U.S. and Canadian workers and their families will be hurrying along the highways to ocean beaches, lakes and picnic grounds to celebrate the last big holiday of the summer season. For some, it will be the last long weekend before the kids go back to school.

For many more—our members in New York, Chicago, Detroit, San Francisco and other cities—it'll be what it has been for more than a century, a day of parades, marching units, floats and political speeches.

And, if the day is like it has been since 1906, there will be a small gathering of people standing before a marble-columned monument in a cemetery in Merchantville, N.J., to place a wreath in memory of Peter J. McGuire, the man credited with starting it all.

This year's observance of Labor Day marks the 106th celebration of the workers' holiday since McGuire proposed such an annual event in a meeting of the central labor body in New York City. It's the 94th commemoration of the day since it was officially declared a national holiday by the U.S. Congress in 1894.

On the occasion of our first Labor Day, September 1882, McGuire wrote in the *Carpenter* afterward: "It is proposed that this day should be observed throughout the country, that labor by its own will should establish its own universal holiday . . . a day that would represent the new industrial era of peace which is coming through the fraternity of labor and which will commemorate no bloody battlefields or sectional wars, but will be a harvest festival of universal rejoicing for organized industry. The ruling classes have their Decoration Days and Thanksgivings, why should not labor declare its own legal holiday?"

I wonder sometimes how much we have cherished "labor's own legal holiday." On Labor Day we sometimes say the same thing we said the year before . . . and the year before that. For almost a century we have repeated Samuel Gompers' answer to the question, "What does labor want?"

Although Gompers' time-honored answer was stated several times in 1987 and will be stated again this year, it bears repeating here:

"We want more school houses and less jails; more books and less arsenals; more learning and less vice; more constant work and less crime; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures . . ."

Except for the deplorable, current need for more and better prisons, every other want cited by the early U.S. labor leader still applies today.

Philip Murray, who headed the CIO for so many years before the merger with the AFL, put it this way: "I have often times said it, and perhaps it bears repetition, membership in a labor organization, if we are to believe its creed, its philosophy, and if we are to practice its principles, membership in a labor organization means pictures on the walls, carpets on the floor, music in the home, greater cultural and educational opportunities for your families, higher standards of living, better working conditions and more opportunity for recreation and education . . ."

For me, it's that particular time of the year when you step forward and proudly tell your friends and neighbors that you're a union member . . . a member of a democratic trade union . . . a hard-working, God-fearing, respectable and respected member of society who has a say in the work he or she performs, the pay he or she gets, and the conditions under which he or she performs his or her daily activities.

I have been fortunate to meet with the labor leaders and union members of many nations, and we have discussed our basic goals. In one sense, we are united in our quest for the good life on this shrinking planet, but, in another sense, we are different from many.

The workers of the United States and Canada have never called a general strike, and I don't expect to ever see one. North American workers have taken the democratic principles under which they live to heart, and they voice their opinions privately and publicly without fear of being tossed behind bars. We negotiate; we bargain, and we only strike as a last resort, when every other democratic process fails. We are a nation of laws, and we obey those laws.

Through union solidarity, we achieve our goals as we have done for more than a century. We have successfully pushed for free, public education, for social security, for fair housing and many other worthwhile goals.

Meanwhile, we have not tied ourselves to any particular political party, though we endorse candidates in different political parties from time to time, depending upon the issues they oppose or support.

What I am saying, in short, is that we are workers who work within the system. In spite of the bad press we get sometimes because of a few bad apples, labor accomplishes a tremendous amount of good in every community in the land. Hard-won wages stimulate the economy of any town. Community service projects performed by organized labor are everywhere. Our current drive for funds for diabetes research is only one of many examples.

And we are continuing our good works, year after year, Labor Day after Labor Day.

This month, our chief goal is the registration of voters . . . any and all eligible voters of any and all political persuasions. It is a sad commentary that less than half of the eligible voters of the United States vote in many major elections.

This year—perhaps for the first time in eight years—U.S. labor feels that it may be able to come to grips with those century-old "wants" of Samuel Gompers which I mentioned earlier.

At the same time, we will add more "wants" to the list—more and better child care, more concern for the elderly, more and better public education, more labor law reform, a higher minimum wage and much more.

Nothing is more critical for labor at this time than a strong turnout of voters in November, and nothing will be more critical next January than a list of Gompers' "mores" presented to the 101st Congress. Success in achieving these "mores" will bring a better life not only to every union member but to every wage earner and his or her family, whether he or she is a card-carrying union member or not.

Sigurd Lucassen

SIGURD LUCASSEN
General President

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Watch for Jack Lemmon and the new "Union, YES" campaign, starting with the opening ceremonies of the Games of the XXIV Olympiad on September 16th, and running throughout the entire Olympic broadcast.

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> *"The nation blessed above all nations is she in whom the civic genius of the people does the saving day by day, by acts without external picturesqueness; by speaking, writing, voting reasonably; by smiting corruption swiftly; by good temper between parties; by the people knowing true men when they see them, and preferring them as leaders to rabid partisans or empty quacks."*
>
> —*WILLIAM JAMES*

October 1988

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United Brotherhood of Carpenters & Joiners of America

Founded 1881

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In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

The residence of the President of the United States while he is in office stands on 18 acres of ground on the south side of Pennsylvania Avenue in Washington, D.C. Originally built of sandstone quarried at Aquia Creek in Virginia, it was painted white to distinguish it from the red brick buildings of the city and acquired the simple title of "The White House."

Thirty-eight of the 40 U.S. presidents have resided there. The nation, next month, will elect its 41st chief executive.

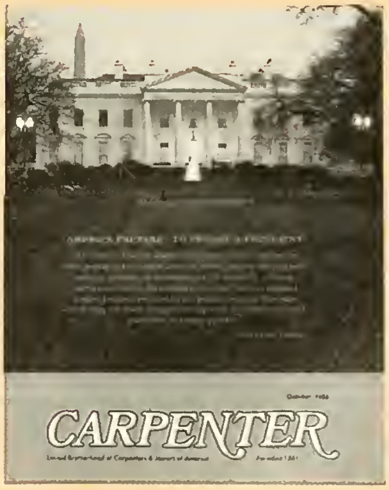
The lights burn bright some nights at the White House . . . when the President is entertaining a foreign dignitary, when important legislation is pending on Capitol Hill or when a crisis breaks in some part of the world and policy decisions must be reached quickly.

The White House faces north, and the President's administrative offices are in its west wing, as are the facilities for the press corps. The East Room, the major ballroom, and other facilities are in the opposite wing.

The First Family resides on the top floor, and the President is accessible on a 24-hour basis, whether it be in the White House, aboard Air Force One or at a retreat such as Camp David or a spot chosen by a particular President—Warm Springs, Ga.; Plains, Ga.; Key Biscayne, Fla.; or a California ranch.

President Truman once described the First Job this way: "No one who has not had the responsibility can really understand what it is like to be President, not even his closest aides or members of his immediate family. There is no end to the chain of responsibility that binds him, and he is never allowed to forget that he is President.—*Photograph by K. Scholtz from H. Armstrong Roberts.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



Working population says YES to DUKAKIS and BENTSEN

Lane Kirkland welcomes Michael Dukakis to the special endorsement meeting of the AFL-CIO General Board.

The UBC joined the entire AFL-CIO in endorsing Michael Dukakis for President on Aug. 24, 1988. Dukakis has repeatedly shown his commitment to workers and their families. In contrast is the record of George Bush, who, in keeping with the agenda set by the current Administration, has attacked workers' rights at every turn. Compare for yourself the record of the candidates. On Nov. 8 remember that the welfare of your family, and the security of your job depends on your vote.

Union members have begun working to win votes for Michael Dukakis and Lloyd Bentsen for president and vice president of the United States.

After reviewing the candidates and their records and the platforms of both parties, AFL-CIO General Board voted in late August to endorse the Democratic ticket.

AFL-CIO President Lane Kirkland said the vote was the final step in "Democracy at Work," the political education program launched more than a year ago, before the presidential primaries. (At that time, **Carpenter** magazine published answers to a series of questions from all candidates, Republican and Democrats.) Kirkland noted that AFL-CIO members were introduced to the candidates from both parties through a massive effort involving videotape and print.

Kirkland said that while 751 delegates and 224 alternates to the Democratic National Convention carried cards in AFL-CIO unions, the absence of a major union delegation in New Orleans is a measure of how AFL-CIO members evaluated the Republican candidates and their positions on issues.

"It is also a measure of the less than enthusiastic welcome our members received to participate in that party's nominating procedures," he said to the General Board.

"It is not a measure of the Federation's linkage to either party. The AFL-CIO is the affiliate of no political party. We are an organization motivated by our own rules, guided in our decisions and actions on the basis of issues."

Kirkland discussed the record of the Reagan-Bush Administration, charging that it is an administration that turned a blind eye to the disintegration of our basic industries and the suffering that was inflicted on the communities of our nation's industrial heartland. He said it was an administration that used the veto pen to frustrate the legislative process.

The AFL-CIO president said this election is about whether a majority in the Congress can enact necessary legislation or whether a willful minority of one-third plus one can continue to hold it hostage.

U.S. SENATE RACES WHERE YOUR VOTE WILL COUNT IN '88

MISSISSIPPI—A popular Democrat, **Wayne Dowdy,** is fighting to defeat the Republican minority whip of the House of Representatives, Trent Lott in this Senate seat vacated by retiring Senator John Stennis. **Dowdy** has been a good friend to labor in the House of Representatives since 1981, and has actively worked to restrict foreign imports.

NEW JERSEY—For the past six years, **Senator Frank Lautenberg** has shown his commitment to working people. He faces a strong challenger this year, and will need labor's active support to continue his work on the powerful Senate Appropriations Committee, and Senate Environment and Public Works Committee.

OHIO—A true hero for working people in Ohio has been **Senator Howard Metzenbaum.** He has maintained a 94% voting record in favor of legislation important to workers, one of the best records in the entire Congress. He is chair of the Labor Subcommittee of the Senate Labor and Human Resources Committee, and was a leader in the recent fight to pass plant closing legislation. Senator Metzenbaum faces a tough reelection challenge from Republican Mayor George Voinovich of Cleveland.

CONNECTICUT—We have a true Republican friend to working people in the state of Connecticut and his name is **Senator Lowell Weicker.** He is a veteran member of the Senate Labor and Human Resources Committee who has been instrumental in writing much of the major labor legislation of the last decade. Being a moderate Republican in Connecticut has made **Senator Weicker** a vulnerable target this year in his race against Democratic State Attorney General Joseph Lieberman.

DOWDY

LAUTENBERG

WEICKER

METZENBAUM

OTHER SENATE RACES WHERE YOUR VOTE WILL COUNT

CALIFORNIA—UBC supports **Lt. Governor Leo McCarthy,** Democrat running against incumbent Republican Senator Pete Wilson.

MINNESOTA—UBC supports **Attorney General Hubert Humphrey III,** Democrat, running against Republican Senator David Durenberger.

MISSOURI—UBC supports **State Senator Jay Nixon,** Democrat, running against incumbent Senator John Danforth.

NEBRASKA—UBC supports former **Governor Bob Kerrey,** Democrat, running against Republican Senator David Karnes.

NEVADA—UBC supports **Governor Richard Bryan,** Democrat, running against Republican Senator Chic Hecht.

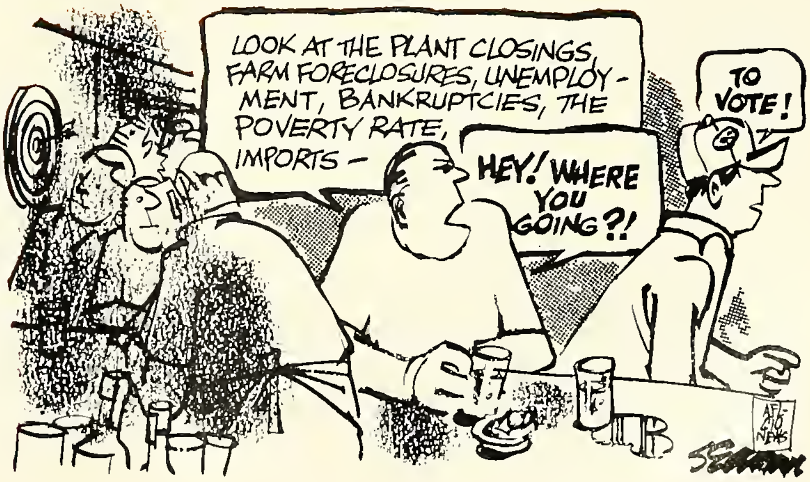
RHODE ISLAND—UBC supports **Lt. Governor Richard Licht,** Democrat, running against Republican Senator John Chafee.

UTAH—UBC supports **Brian Moss,** Democrat, running against Republican Senator Orrin Hatch.

WYOMING—UBC supports **State Senator John Vinich,** Democrat, running against Republican Senator Malcolm Wallop.

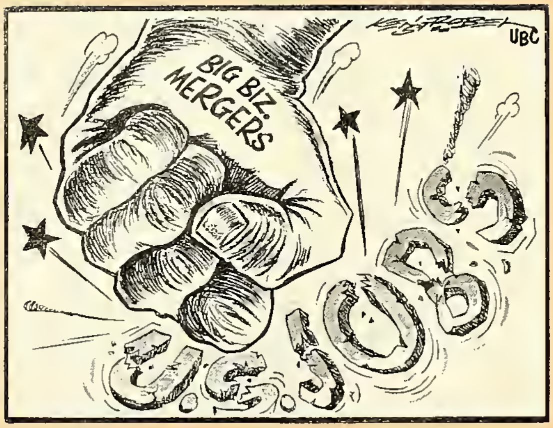
CHALLENGERS AND INCUMBENT SENATORS ENDORSED BY THE UBC

ARIZONA—Senator Dennis Deconcini
HAWAII—Senator Spark Matsunaga
INDIANA—Challenger Jack Wickes
MASSACHUSETTS—Senator Edward Kennedy
MARYLAND—Senator Paul Sarbanes
MAINE—Senator George Mitchell
MICHIGAN—Senator Donald Riegle
MONTANA—Senator John Melcher
NORTH DAKOTA—Senator Quentin Burdick
NEW MEXICO—Senator Jeff Bingaman
NEW YORK—Senator Daniel Patrick Moynihan
PENNSYLVANIA—Senator John Heinz
TENNESSEE—Senator Jim Sasser
TEXAS—Senator Lloyd Bentsen
VIRGINIA—Former Governor Charles Robb
VERMONT—Former U.S. Attorney Bill Gray
WEST VIRGINIA—Senator Robert Byrd

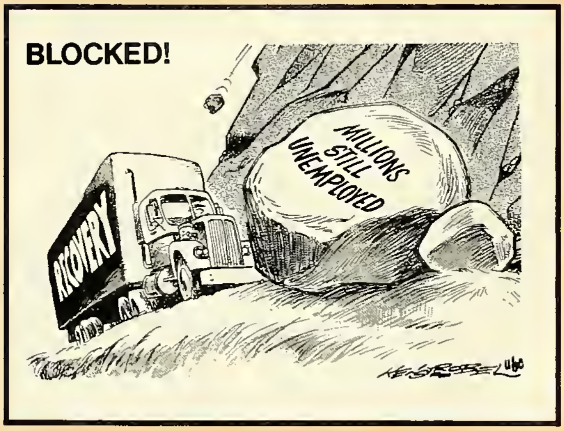

LOOK AT THE PLANT CLOSINGS, FARM FORECLOSURES, UNEMPLOYMENT, BANKRUPTCIES, THE POVERTY RATE, IMPORTS –
HEY! WHERE YOU GOING?!
TO VOTE!
AFL-CIO NEWS

ISSUES before the President, the Congress and the voters in November

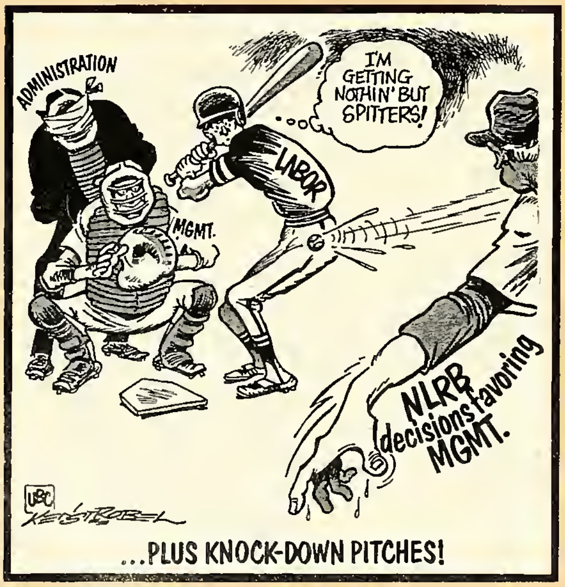
The Carpenter's editorial cartoonist, Ken Strobel, illustrates some of the problems which must be solved by the next federal administration


BIG BIZ. MERGERS
U.S. JOBS
UBC

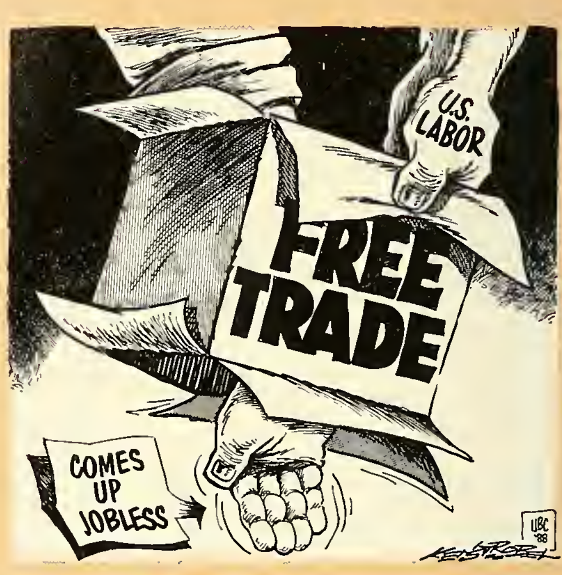
The consequence of heavy deregulation of the financial investment industry and the stock market during the past eight years has been layoffs, plant closings and the constant eroding of good union jobs for low-paying, insecure nonunion jobs.


BLOCKED!
MILLIONS STILL UNEMPLOYED
RECOVERY
UBC

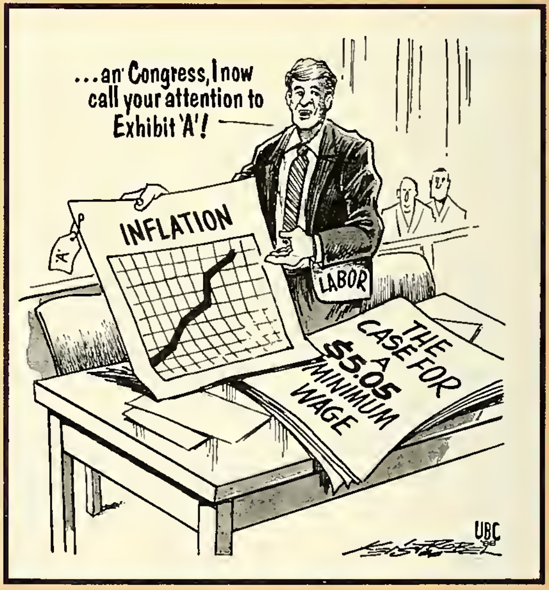
There has been economic recovery in some areas, but, as we report elsewhere in this issue, many of the new jobs are part-time and below the minimum wage. The rate of unemployment is actually not much better than it was under Nixon in the 1970s.


ADMINISTRATION
I'M GETTIN' NOTHIN' BUT SPITTERS!
LABOR
MGMT.
NLRB decisions favoring MGMT.
UBC
...PLUS KNOCK-DOWN PITCHES!

During the past eight years, decisions of the National Labor Relations Board have been mostly on the side of management and against the rights and privileges of rank-and-file workers. Anti-worker bosses have tied unions up in litigation.


U.S. LABOR
FREE TRADE
COMES UP JOBLESS
UBC '88

Instead of "fair trade," the Reagan Administration has pushed for "free trade," which means unfair competition from sweatshops overseas. Make no mistake about it, it's Big Business domination of the Reagan-Bush administration which has made it so.


...an' Congress, I now call your attention to Exhibit 'A'!
INFLATION
'A'
LABOR
THE CASE FOR A $5.05 MINIMUM WAGE
UBC

Prices are beginning to rise in housing and many foodstuffs. The amount of inflation is still low, but labor unions want no more of the Reagan solution— a little more unemployment to bring down inflation. They want, instead, a decent, livable minimum wage.

Record on elderly called 'disgrace'

Quayle's Senate voting pattern shows he's no friend to workers

BY SUSAN ZACHEM
PAI Staff Writer

Senator Dan Quayle (R-Ind.) voted right only 9% of the time on legislation important to workers, according to the AFL-CIO's Committee on Political Education.

Republican vice presidential candidate Quayle voted against labor's position 105 times since he began his Senate career in 1981, COPE records show. He voted on the side of wage earners only 11 times.

In contrast, Senator Lloyd Bentsen of Texas, the Democratic vice presidential candidate, has a career voting record of 51% "right," according to COPE. Serving in the Senate since 1971, Bentsen cast 134 votes in favor of labor's position and 127 votes against.

Quayle, the 41-year-old scion of Indiana's conservative, wealthy Pulliam publishing family, was elected to the House of Representatives in 1977. In November 1980, he benefited from Ronald Reagan's popularity to defeat veteran Democratic Senator Birch Bayh. Since then, he has been counted as one of Reagan's most loyal Senate supporters, voting with Reagan and his party about 80% of the time, according to *Congressional Quarterly*.

Quayle supported Reagan's 1981 tax and budget cuts, and he has voted with Reagan on supporting Strategic Defense Initiative—"Star Wars"—funding, aid to the Nicaraguan contras and the large tax increases in 1982. He voted against the Civil Rights Restoration Act and fair housing legislation.

He broke with the Administration and voted to override Reagan's veto of the Clean Water Act reauthorization in 1987 and economic sanctions against South Africa for its racist apartheid system. After sharp criticism of Reagan's Intermediate Range Nuclear Forces Treaty with the Soviets, Quayle eventually voted for the INF treaty.

More recently, Quayle led the Republican fight against the plant shutdown notice bill. His attempt to ax plant closing notice from the Omnibus Trade bill failed on a 40–60 vote. When plant shutdown notification was split off from the trade bill after Reagan's veto, Quayle tried to weaken layoff notification requirements by increasing the required number of affected workers to 50% from 33%. That failed on a 63–32 vote.

After the Senate and House overwhelmingly approved the bill, Reagan bowed to popular and political pressure and let the bill become law.

During the first session of the 100th Congress, Quayle voted against labor's positions eight times and voted "right" two times. In contrast, Bentsen had eight right votes and two wrong votes, according to COPE.

Both Bentsen and Quayle voted right on trade reform, but Bentsen was a major author of the new law and led the Democratic push for the bill in the Senate.

Votes in which Quayle lined up on the wrong side of workers and Bentsen was on the right side included:

- The labor-backed $88 billion highway and mass transit funding bill that Reagan vetoed in 1986. Congress overrode the veto to pass the bill, which meant an estimated 700,000 jobs.

- Preserving prevailing wage requirements for federal contractors under the Davis-Bacon and Service Contracts Acts.

- Preserving Section 13(c) collective bargaining protections for mass transit workers.

- Restoring labor protections for airline workers adversely affected by mergers.

- President Reagan's labor-opposed nomination of conservative Robert Bork to replace retired Supreme Court Justice Lewis Powell.

- Restoration of the Fairness Doctrine, which Reagan's Federal Communications Commission had abolished. The policy required television and radio broadcasters to serve the public interest, including equal time requirements on controversial issues.

National Council of Senior Citizens Executive Director Lawrence T. Smedley called Quayle's record on issues affecting the elderly "a disgrace." His opposition to bills to help older people shows that "senior citizens are a low priority with Senator Quayle," he said.

Smedley said that Quayle voted against the interests of the nation's seniors 90% of the time. Between 1983 and 1987, he said, Quayle voted against seniors on preserving the Social Security cost-of-living adjustment, improving Medicare and Medicaid benefits, expanding food stamp benefits, reauthorizing anti-poverty programs and funding legal aid for the elderly poor.

Smedley said a comparison of the two vice presidential candidates' voting records "makes it clear that Senator Lloyd Bentsen is a better friend to older people than Senator Quayle. Although he has not voted with us on every issue, Senator Bentsen has demonstrated that he cares about older Americans by supporting numerous programs to aid those living near or below the poverty level."

UBC meets the challenges of asbestos abatement

Trained crews for union contractors.

he United Brotherhood has launched a comprehensive, nationwide program to bring skilled workmanship and careful inspections to America's asbestos abatement program.

The United Brotherhood of Carpenters and Joiners of America will provide trained teams of skilled workres to union contractors, as the nation undertakes the removal of asbestos-infested building products from schools and public hearings.

The U.S. Environmental Protection Agency estimates that as many as 733,000 buildings, including apartment buildings of four or more units, require asbestos abatement and remodeling work. Possibly one-third of more than 100,000 school buildings may need abatement work and substitute building materials, according to the EPA.

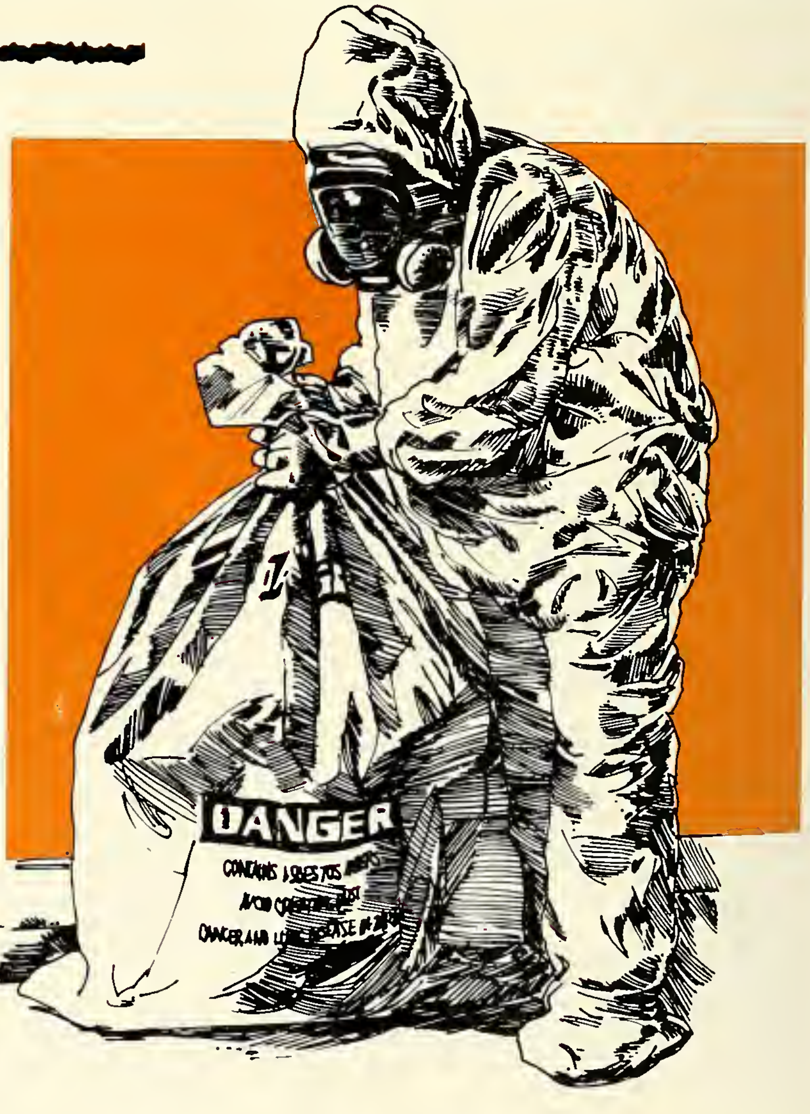
The union is prepared to work with interested contractors and will provide training for their workers at no cost.

"We feel that we can play a leading role in helping to solve this national problem," says General President Sigurd Lucassen.

The union is currently conducting a series of seminars for its members and signatory contractors, explaining the UBC training advantages and demonstrating how workers can install airtight barriers in areas of asbestos removal, set up barrier protections, decontamination units and perform state-of-the-art removal methods and clearance levels, once a job is completed.

The UBC is working with technicians at Hunter College and the Montifeore Medical Center of New York City to assure up-to-date use of all technical advances in the industry.

"With the cost of liability insurance assuming a significant portion of any abatement project, the UBC is presenting its program to leading insurance companies so that its contractors become eligible for preferential insurance rates," First General Vice President



John Pruitt, who is directing the abatement program, stated. "This is also very important to any local educational agency as well as building owners.

"Because of the skilled teams we expect to provide the construction industry, we anticipate that the workmanship of our members will provide added confidence to an industry which is currently plagued by problems of credibility. I might point out, also, that union carpenters are particularly qualified to undertake the renovation work necessary, once the hazardous asbestos products are removed."

In the future the UBC will also train its millwright members for abatement work in power houses and refineries. Its shipwrights are being trained for maritime abatement work as well.

One union's program

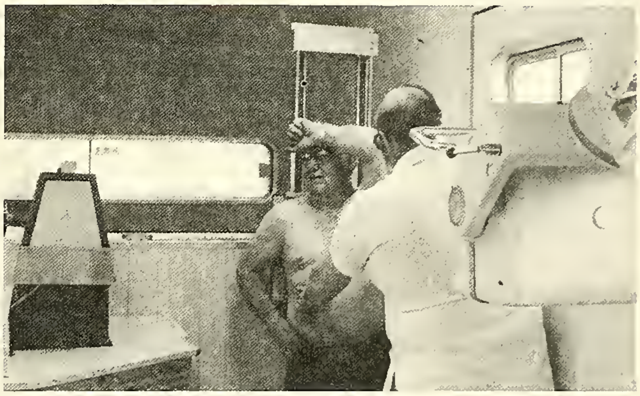
Over the years, many UBC members have worked with asbestos. This year, Carpenters Local 600 in the Lehigh Valley of Pennsylvania decided to offer its members a testing program to diagnose any who tested positive for asbestosis.

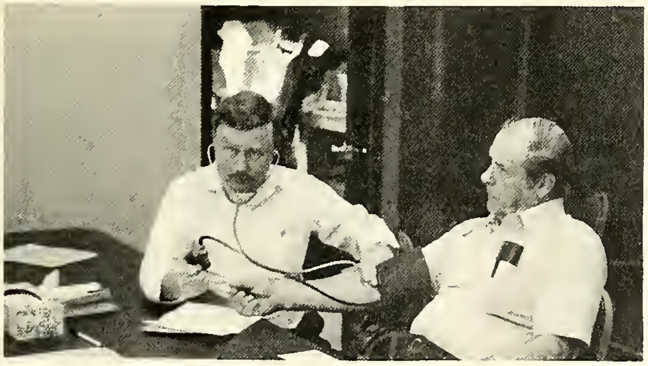
The program was conducted by Jeffrey Gloss and Associates, using a mobile x-ray unit set up at the local union office parking lot. The local union offices were used as examing rooms.

Two doctors, two x-ray technicians and two breathing-analysis technicians conducted the examinations. A total of 203 Local 600 members were tested in a two-day period. Local Bricklayers asked to participate, and many members of this union went through the testing procedure.

More than a dozen of those tested showed conditions which warranted further study. Some were discovered to have heart murmurs and chronic emphysema.

Health and welfare and/or Medicare covered the costs incurred by the examinations. An attorney was asked to determine if any of the conditions discovered might be work related.





SETTLEMENTS at Boise Cascade, Champion and Weyerhaeuser

The strike at 15 Boise Cascade mills and logging operations in Idaho, Oregon and Washington ended Aug. 19, as members of the Western Council of Industrial Workers voted to ratify a new three-year agreement containing substantial improvements. The strike lasted nine weeks and involved 2,000 UBC members.

"Our members showed their toughness and determination through the entire strike," said Mike Draper, executive secretary of the Western Council. "The membership's solidarity on the picket lines was instrumental in bringing the strike to a very successful conclusion. The final settlement was nearly three times the amount the company had on the table when the strike began."

The Boise Settlement contains an immediate signing bonus of $1,400, plus a 25 cent per-hour adjustment applied to all skilled job classifications. A 3% wage increase is scheduled for the second year, and a 4% increase is due the third year. These increases bring the rates for the higher paid classifications back to what they were before the 1986 cuts. This was a major goal of the 1988 forest industry negotiations.

The remainder of the settlement follows closely the economic terms of the Willamette settlement reached in early August. The early retirement pension benefit is improved, two holidays added, 5 cent increase in the shift premium and one additional week of vacation was negotiated for those with 10 or more years of service. Finally, the company agreed to a series of contribution increases in the health and welfare fund, if needed to preserve current benefit levels.

Boise and Champion close to pattern

The Willamette settlement was instrumental in establishing an industry pattern that gave focus to the discussions with Boise Cascade and Champion. The Boise settlement came two weeks later and differed with respect to the contract term (three years versus four years) and the 25 cent skilled trades adjustment.

The Champion settlement, ratified Sept. 2, is identical to the Boise Cascade package. The Champion strike lasted 12 weeks, with 2,100 members out of work. The largest Champion bargaining units are located in Montana with smaller units in Washington and Oregon. The International Woodworkers of America represent Champion workers in the Oregon Mill. The two unions bargain jointly with forest products corporations in the west.

Weyerhaeuser pact ratified

In a surprise development the Western Council and the IWA announced on Sept. 13, 1988 that an agreement was reached with Weyerhaeuser. Weyerhaeuser was operating their plants while other major companies were on strike. Union negotiators expected that a strike would have to be called at Weyerhaeuser operations because the company appeared to be adamantly opposed to a pattern-following settlement. But after being surrounded by other economically uniform settlements, and recognizing that anything short of that would result in a walkout, Weyerhaeuser modified their stance. The agreement follows closely the four-year settlement reached in early August with Willamette Industries, with the first-year $1,400 bonus guaranteed under the Weyerhaeuser profit sharing plan.

"Our largest negotiations are now behind us," commented Draper.

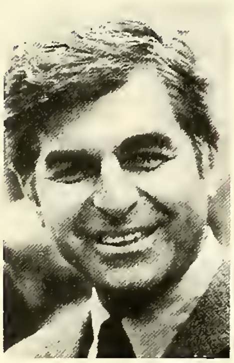
"Now we'll be focusing all of our attention on winning the several remaining strikes and negotiating a decent contract at Roseburg Lumber Company to maintain the wages and benefits that kicked up automatically to full pre-cut levels Jan. 1, 1988."

Strikes are still in progress at Summit Timber in Darrington, Wash.; Morgan-Nicolai in Springfield, Ore.; and Warm Springs Forest Products in Warm Springs, Ore. Pickets will be maintained at these scattered locations. *(For more about the Morgan-Nicolai strike, see Page 11.)*

Political action and you

Remember to register and vote on Nov. 8.

WHERE MICHAEL DUKAKIS STANDS



"Our future is our workforce." Those are the words of Michael Dukakis, and he has a plan to make that future a good one. He has stated his priorities as:

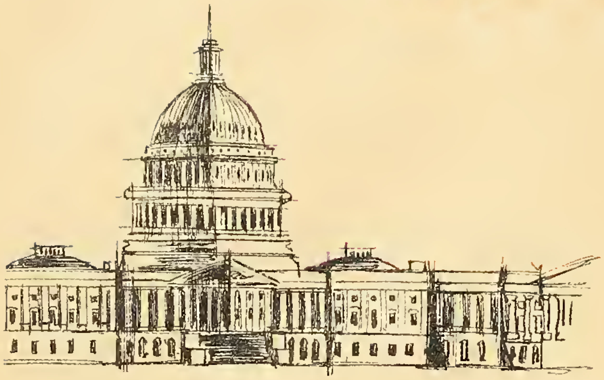
- **Secure jobs for American workers.**
- Infrastructure construction and repair. Dukakis supports investment in our badly deteriorating infrastructure of roads, bridges, rail and airport facilities and mass transit. These projects would create hundreds of thousands of construction and manufacturing jobs.
- **Fair trade practices.**
- Plant closing notification.
- **Health insurance for all workers, and continued coverage paid by the employer for laid-off workers. Thanks to Governor Dukakis, basic health insurance is provided for every resident of Massachusetts who is not otherwise covered.**
- Worker protections through a fair and effective National Labor Relations Board, and stronger prevailing wage rights for building and construction workers.
- **Safety and health laws that are enforced, with a "right to know" about dangerous substances at the job site.**
- Low-cost housing construction and rehabilitation to make housing available for low and middle income families.
- **Family needs package including affordable, quality child care.**

WHERE GEORGE BUSH STANDS

- **Voted wrong on 21 of 22 key labor votes when he served in the House of Representatives.**
- Head of the Administration's deregulation task force that has allowed the Occupational Safety and Health Administration, and other agencies to use regulations to advance anti-worker policies.
- **Took the lead in seeing that the Administration's choice for chairman of the National Labor Relations Board was an advocate for management.**
- For eight years has supported the anti-worker policies of the current Administration.
- **Proposes an emergency waiver of Davis-Bacon prevailing-wage requirements for cities needing infrastructure repair.**

WHERE DO YOU STAND?

Washington Report



OSHA SETTLEMENT SCORED

The Paperworkers sharply criticized the Occupational Safety and Health Administration's settlement of safety citations against International Paper's Androscoggin Mill in Jay, Maine.

OSHA announced it had settled 197 citations against IP for $872,220 in penalties. OSHA had originally proposed penalties of $1.3 million after a 116,000 gallon chlorine dioxide leak in January forced the evacuation of surrounding communities. Exposure to an earlier leak of hydrogen sulfide sent eight workers to the hospital.

The Paperworkers charged that OSHA began its settlement conference with IP weeks before the citations were issued and excluded union representatives from the meetings. The union said that OSHA downgraded 29 violations from willful to serious during the course of the settlement talks.

CHECK HOLDING LAW

The Consumer Federation of America reminded bank customers that the check holding limits prescribed by the new law which took effect Sept. 1 represent "ceilings," not "floors."

CFA Executive Director Stephen Brobeck said, "Any bank or savings and loan that says a new federal law requires them to hold deposited funds is not telling you the truth. Institutions which have been making funds available immediately should continue to do so."

The Expedited Funds Availability Act puts the following limits on check holding over the next two years: one business day for cash, government checks, cashier checks, certified checks, teller checks or checks from accounts at the same bank; three business days for checks written on local banks; seven business days for checks written on out-of-town banks.

After Sept. 1, 1990, deposited funds must be available on the second business day for local checks and by the fifth business day for out-of-town checks.

NO COWORKER FOR NONUNION

In an unanimous ruling, the National Labor Relations Board ruled that nonunion workers do not have the right to have a coworker present when being questioned by management.

The decision limits representation rights recognized in the U.S. Supreme Court's 1975 ruling on the Weingarten Case to apply only to union workers. The Weingarten decision states union employees have a right to have a steward accompany them during investigative interviews by management.

The case stemmed from the complaint of a worker fired by DuPont Co. for refusing to attend a meeting with a supervisor about work rule violations unless a coworker was also present.

DRUG TESTING COSTS

The Transportation Dept. proposed regulations that would require mandatory random, pre-employment, post-accident and periodic drug testing of merchant seamen, mass transit workers and pipeline industry workers. Some 108,000 vehicle operators and maintenance personnel who work for mass transit systems that receive federal funds would be affected by the rule. Noting that the proposed drug testing program would cost the maritime industry $62.3 million, President C.E. DeFries of District 1-Marine Engineers Beneficial Association/National Maritime Union, said that the Administration turned a "deaf ear" on the maritime industry's need for help. Now, he said, "steadily declining companies are being required—told—to foot the bill for a multimillion dollar program they never requested. This questionable program puts an extreme burden on our already overburdened industry."

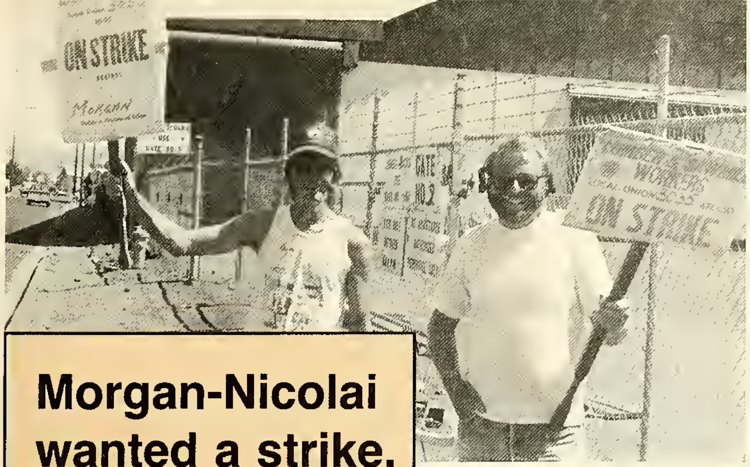
EDUCATIONAL LEVEL RISES

The educational level attained by the U.S. labor force has increased significantly over the past decade, according to data released by the U.S. Dept. of Labor's Bureau of Labor Statistics. The data, collected in March 1988 through the Current Population Survey, shows that 26% of adult workers age 25 to 64 are now college graduates, a 21% increase from 10 years ago. Another 20% have completed one to three years of college, up from 16% in 1978.

The study also found that college graduates continue to have the highest rate of participation in the labor force. College graduates also experienced the lowest incidence of unemployment, 1.7% compared to 5.4% for high school graduates and 9.4% for high school dropouts.

PRECEDENT LAW OVERTURNED

The Machinists criticized a recent decision by the Eighth Circuit Court of Appeals that overturned 40 years of labor law precedents to allow the Soo Line railroad to bypass the IAM and make private separation agreements with IAM members. All six judges appointed by President Reagan ruled in favor of reversing precedent set by the U.S. Supreme Court in 1944. One of the four dissenting judges wrote that the majority opinion is "simply wrong. To allow this error to persist and become precedent under the [Railway Labor Act] will be catastrophic."



Morgan-Nicolai wanted a strike, say members of Western Council local

On July 11, 1988, members of Local 3035, Springfield, Ore. were forced to strike Morgan-Nicolai Door Company to stop it from slashing wages and benefits and cutting back the basic protections in the labor agreement. Local 3035 believes the heavy cutbacks Morgan is demanding are unnecessary and unjustifiable, because the company is making profits.

In 1985, when the company was having a hard time, the union agreed to a three-year wage freeze to help the company. Now, when the company is making money, Morgan-Nicolai is demanding cutbacks in wages and benefits.

Meanwhile, Morgan is trying to hire replacement workers to do all jobs while Local 3035 members strike for fair wages.

The company is sending letters to employees saying that all jobs will be lost for good if they don't go back to work on their terms.

Morgan is a midwestern company with operations in Wisconsin, North Carolina, Virginia, California and Delaware. Morgan bought Nicolai in 1986 and immediately started the campaign to cut back wages, first in North Portland, and then in Springfield.

Nicolai was a solid, long-standing Oregon company. It was profitable—especially in Springfield. It manufactured some of the highest quality doors in the country. Local 3035 worked hard at Nicolai and the company, under local Oregon management, treated workers fairly and paid a living wage.

But that all changed when Morgan took over. These corporate outsiders are now threatening the ability of union members to support their families. More than 300 union members are involved.

Local 3035 contends the company forced the strike, and now it is trying to hire friends and relatives to take jobs.

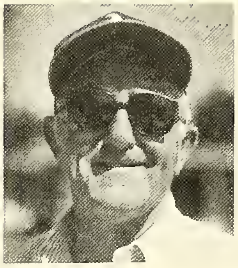
VERN WELLS and TERRY HAWKINS

Wells: "I'm proud of all my union brothers and sisters for standing up to Morgan's take-it-or-leave-it attitude. We sacrificed our wages for three years to help Nicolai. Now the new company from back east wants wage cuts, even though the company is making good money."

Hawkins: "I have a wife and three kids. I need all my wages just to get by. Morgan may get away with poor wages down South, but this is Oregon, where people aren't afraid to stick together and stand up for what's right."

SHERI HEINZMANN, LANA STEINBAUER, JUANITA BRAKEFIELD

"We just can't afford to lose one-third of our wages. We would each lose about $7,000 a year if we agreed to the company's demands. Morgan shouldn't be allowed to come in to Oregon and throw their weight around."



PAUL MOSER

"After 23 years at this plant, I don't think I'm overpaid. Now, if we don't give in to Morgan's demand for wage cuts, the company threatens to take away our jobs."

JACKIE HARRIS

"How much do the company managers make compared to us? Are they taking a wage cut? Morgan's putting us through this economic hardship for no other reason than their GREED. It's just plain wrong for Morgan to bring in strikebreakers!

MARVIN HAWKINS

"We've got to stick together with our union to stop Morgan from treating us unfairly. We've got a determined group of people here, good union people. It's painful to see Morgan trying to get our neighbors and our friends to take our jobs. But it also strengthens our determination to make the company treat us fairly."

BARRY REED

"We'd like to settle and get back to work, but Morgan should be willing to bargain a fair contract, and leave those wage cut ideas back in Wisconsin. Lane County suffered a lot of plant closings, unemployment and wage losses a few years ago. Just when things start looking good, Morgan comes to town and gives us a song and dance about return on investment and corporate competitiveness. This only really means one thing—less money in my pocket."

'Union Yes' finalists are named; UBC member among those selected

A member of the United Brotherhood of Carpenters and Joiners was named as a finalist in the AFL-CIO's "Why I Said Union Yes" contest.

Chosen from the hundreds of rank and file union members who applied in hopes of co-starring in a "Union YES" television commercial with Academy Award winner Jack Lemmon, Oscar Meier, a drywall instructor from Lake View Terrace, Calif., and member of Local 1506, was one of 25 semi-finalists representing 13 international unions who were considered to appear in the next phase of the AFL-CIO's "Union Yes" television advertising campaign.

Four finalists were chosen from that group to appear in the commercials which were aired during the Summer Olympics. The four were filmed in Los Angeles on Aug. 17. Named as winners along with Meier were: Marie O'Brien-Brau of the National Association of Letter Carriers, Branch 9, Minneapolis, Minn.; Terry Hiller, a United Food and Commercial Workers member from Local 876, Union Lake, Mich.; and Darlene Markiano, a member of UFCW Local 881, Wood Dale, Ill. (*The others are shown on the opposite page.*)

Meier emigrated with his family from Argentina when he was five. His wife, Sheila, came to the U.S. from Paraguay 10 years ago. The whole family, including Victor, 6, and Giselle, 5, were filmed for the LIPA commercial. Meier credits his union for much of his progress. Meir graduated from college with a degree in business. His union helped by providing him with a partial college scholarship. He then went back to drywall installation, where he became an instructor for the Joint Apprenticeship Training Committee, operated by his local and management. The union's health benefits have also paid for expensive medical care for his two children.

He believes that safety is a hallmark of union construction work and that it is a critical difference from non-union work. "The union steward is the counterbalance to the foreman, who is looking for production. For us, safety is first."

Locals across America have used "Union YES" materials to let their memberships and the public know that "America works best when we say Union Yes!"

OSCAR MEIER,
Carpenters Local 1506
Los Angeles, Calif.

"They need to know I'm coming home from my job safe and sound. That's why I support my union."

Meier emigrated with his family from Argentina when he was five. His wife, Sheila, came to the U.S. from Paraguay 10 years ago. The whole family, including Victor, 6, and Giselle, 5, were filmed for the LIPA commercial. Meier credits his union with much of his progress. He graduated from college with a degree in business, partially supported by a scholarship from his union. He then went back to dry wall installation. During the last year, he became an instructor for the Joint Apprenticeship Training Committee, operated by his local and management.

He believes that safety is a hallmark of union construction work and believes that it is a critical difference from nonunion work.

TERRY HILLER
United Food and Commercial Workers, Local 876
Union Lake, Mich.

TV statement: "My time is important. I need to know which shift I'm working. And my union contract lets me know what to expect."

Mrs. Hiller works for Kroger in suburban Detroit in the Deli-Bakery Department as a clerk-cashier. She has been there nine years and says "I feel more protected with the union."

For example, she notes, "My problem wasn't too small for union action." Even though she was a senior employee, newly hired workers began getting much better shifts. "It didn't seem fair to the people who had been there so long, and it really bothered me. So we finally got it straightened out, according to the contract."

Terry and her husband Tom Hiller met in high school and have been married nearly 15 years. The 32-year-old UFCW member is the mother of two. Tom is a strong and active UAW member, working at the Ford Escort assembly plant.

Says Terry: "Young couples should know that a union can be a vital part of your life. Let them know what's important to you and your family. Because, we are the union."

MARIE O'BRIEN-BRAU
National Association of Letter Carriers, Local 9
Minneapolis, Minn.

TV statement: "My husband and I both work. We're raising a family. We belong to unions that understand what we need."

Marie O'Brien-Brau, a Letter Carrier for four years in suburban Minneapolis, entered the contest to describe how her union helped secure sufficient time for maternity leave and guaranteed that she could return to her former route. She and her husband, Scott, a Machinist employed at Northwest Airlines, believe in the value of unions.

"Now that we've earned maternity leave," she says, "our next struggle is affordable day care. That's incredibly important to young couples like ourselves."

"I think my union was very helpful, not only my stewards at my station, but also the officers of my local . . . I think everybody should know that unions are there to help."

DARLENE MARIE MARKIANO
United Food and Commercial Workers, Local 881
Wood Dale, Ill.

TV statement: "When my dad got real sick, I wanted to be with him at the hospital. My union made sure my job was safe."

Darlene Markiano, 41, a part-time checker at Osco Drug, was threatened with being fired if she didn't come to work at a time when her father was in the hospital with a terminal illness.

"I thought, my family is important, so I guess I just won't go to work anymore. My husband said, that's ridiculous. You call the union . . . It was Saturday and I left a message on the recorder. On Monday the union answered and they said: 'Just ignore what the assistant manager said. They can't fire you.' . . . It proved to be the right thing to do. The manager apologized to me."

Darlene and her husband John, long-time member of the United Brotherhood, have four children and a grandson.

Ottawa Report

MOSTLY CLERICAL, SALES

Statistics Canada reports that 63% of the new jobs created in the first six months of this year were low-paying clerical and sales positions, and the majority of them were in Ontario and Quebec.

All of the growth occurred in white-collar occupations, and the number of blue-collar jobs actually declined by 24,000 or 0.6%. In the corresponding period of 1987, the growth rates for each category were more balanced.

Liberal and New Democratic Party employment critics have attacked the Government for focusing exclusively on the number of jobs created by its employment programs, rather than on the quality of those jobs.

"This is the kind of thing that (Prime Minister Brian) Mulroney likes to brag about," said NDP employment critic Marion Dewar.

"But if you look at the kinds of jobs created, the fact is, women in clerical jobs are the first ones to be fired. They are also vulnerable to changes in technology.

"In effect, they are the last ones into the job market and the first ones out."

MANITOBA FIRST CONTRACTS

Manitoba labor has won an important first battle in a war with the province's business community over the validity of first contract legislation.

The province's Court of Queen's Bench ruled recently that the provincial legislation, which gives the Manitoba Labor Relations Board the right to impose a first contract at the request of either party, if the other party is seen to have bargained in bad faith. The legislation was adopted by the previous New Democratic Party government with strong support from the labor movement.

Metropolitan Stores and the T. Eaton Company, with the support of the Winnipeg and Manitoba Chambers of Commerce, went to court to have the legislation declared a violation of the Charter of Rights.

In its decision, the Court ruled the legislation is not in violation of the Charter, and handed down a 51-page decision supporting labor's position.

UNION MEMBERSHIP UP

There was growth in the Canadian labor movement last year and in the opening months of 1988. As of January 1988, union membership in Canada totaled 3,841,000, an increase of 1.6% over the 3,782,000 recorded the year before, according to figures released a few weeks ago by Labor Canada.

Union members comprised 36.6% of Canada's non-agricultural paid workers, a decline from the level of 37.6% in 1987, and still a higher percentage of union members than is currently recorded in the United States.

HOLDING DOWN TWO JOBS

A report from Statistics Canada notes a large increase in the number of people holding more than one job. More than 500,000 people, or four out of every 100 workers, fit that category, 12.7% more than in the first half of 1987, and more than double the number a decade ago.

Economist Ernest Akyeampong said a decline in real family income between 1981 and 1984, coupled with meagre increases in the ensuing two years, may have induced many people to take on additional jobs. Also, the sustained high demand for labor during the past several years may have created more opportunities to do so.

SKILL GAP WIDENS

A quarterly review by the Canadian Labour Market and Productivity Centre shows that the number of unemployed people exceeds the number of jobs available, and the gap between the skills of the unemployed and those required to fill vacant jobs is widening.

"After five years of continous economic growth, Canada's unemployment rate remains higher than it was at the beginning of the 1981—82 recession," the review said.

"The Canadian economy has not been able to produce sufficient employment opportunities to keep pace with labor force growth. Over one-half of unemployment in 1987 was due to a basic lack of jobs."

Unemployment due to a mismatch of jobs is also on the rise because of regional and occupational shifts in the demand for labor. In an effort to combat this effect, the report called for more training, retraining and relocation assistance to aid in matching people with jobs.

FALL HEALTH CONFERENCE

"Applying What We Know" is the theme for the annual Canadian Occupational Health Association conference that will be held Nov. 8–10 in Ottawa.

The conference is intended to provide an opportunity for persons concerned with work-related health risks or health improvements to expand their knowledge and learn practical applications.

For further information contact Dr. John Kirkbride, Occupational Health Unit, Medical Services Branch, Health and Welfare Canada, du Chardon St., Tunney's Pasture, Ottawa, Ontario K1A 013 or phone (613) 957-8457.

Canadian Construction Association forms nonunion contractor section

The Canadian Construction Association went doublebreasted, last month, as it established a special section for nonunion contractors.

The new section, approved by the CCA's board of directors in June, was scheduled to hold its first meeting Sept. 26 in Ottawa, according to John Halliwell, CCA vice president and director of labor relations.

Labor journalist Rick Morrison noted that delegates to last month's meeting will be expected to play an active role in the CCA's convention in Toronto next February.

Participants in nonunion section meetings will likely discuss such issues as training, employer-sponsored benefit plans and employee mobility, and may schedule seminars that deal with nonunion issues on a national scale, a CCA newsletter says. The new section should not conflict with the work of the CCA's Unionized Contractors Labor Relations Section, it adds.

Halliwell said employment matters, rather than labor relations matters, will likely be the focus of the new committee.

"They (nonunion contractors) don't have to deal with unions, but they do . . . have to keep a pretty close watch on their personnel policies, hiring, employee benefits and so on."

Since CCA member firms have never been required to reveal whether they are unionized or not, it's difficult to tell how many members will benefit from the work of the new section, Halliwell said.

The CCA's unionized contractor section includes a council made up of provincial construction labor relations officers. But since there are no comparable provincial nonunion organizations—yet—the nonunion section likely won't have a council for a few years, he added.

Guy Dumoulin, executive secretary of the Canadian office of the Building and Construction Trades Department, AFL-CIO, and a former United Brotherhood representative, said he was disappointed that CCA had set up such a section.

"I think it (the unionized contractors' section) worked all right for years. I don't see why, because of the pressure of big employers, they decide that they should have a nonunion section."

Dumoulin predicted that the presence of the new section would divide union and nonunion members within CCA, adding the section will probably not have any constructive relationship with labor.

"It's nice to say nonunion should be represented. That's okay for the employers, but who's going to be there for the workers? I've never had an answer yet."

One vote and roll of dice count!

A roll of the dice settled a Democratic primary election for a district attorney in Virginia City, Nev.

At first count, Marshall Bouvier beat Leonard Howard by two votes. A recount made Howard the winner by three, but a judge then invalidated five ballots, four of them Howard's, one Bouvier's, creating a tie.

It was decided the candidates would have a roll-out with dice. Bouvier cast five. Howard went him one better with a six. (One dot, like one vote counts.)

YOUR VOTE COUNTS
One Vote Counts

REGISTER **VOTE**

Liberty Ship reunion this month, Kings Point, New York

A Liberty Ship reunion has been set for Oct. 21 and 22 at the United States Merchant Marine Museum, Kings Point, N.Y. It's for people who built and sailed Liberty Ships during World War II.

"I'm sure many of your members had a hand in this important World War II assignment," writes Frank Braynard, museum curator, in a letter to the general president, and he invites all such UBC members to attend.

Braynard says the reunion will also celebrate the winning of long-overdue veterans' rights for those who served in the U.S. Merchant Marine during World War II. Widows, sons, daughters and grandchildren are all invited to attend.

For detailed information regarding registration fees and special events, contact the American Merchant Marine Museum, Kings Point, N.Y. 11024-1699. Since time is short, you may have to telephone: 516/482-8200, Ext. 304.

Laser Plumb Bob
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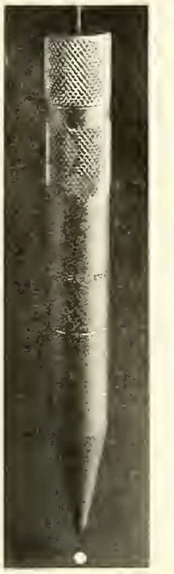

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Can be used in broad daylight, or in darkened area.

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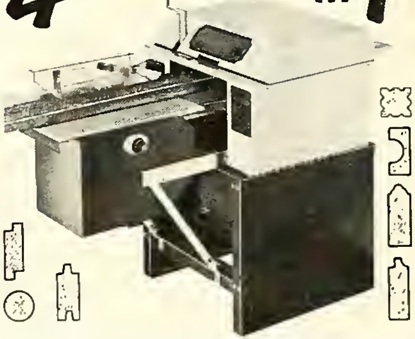

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Resolution
60-Minute Pledge

The watch is ticking away, and the resolutions are arriving at the General Office.

The United Brotherhood has called upon every member to pledge 60-minutes pay to Blueprint for Cure, the diabetes research fund-raising campaign.

Local union secretaries have been instructed to distribute Blueprint for Cure pledge cards to stewards and to individual members, to collect and record contributions and forward them to the General Office in Washington. Check with your local steward or secretary and make a 60-minute contribution now.

60-Minute-pledge resolutions adopted by UBC affiliates

As of Aug. 25, 1988.

Alaska
1243, Fairbanks

Arizona
906, Glendale

California
Monterey Bay DC
Orange County DC
San Diego County DC
Ventura County DC
354, Gilroy
605, Vista
1046, Palm Springs
1052, Hollywood
1506, Los Angeles
2015, Santa Paula
2042, Oxnard
2308, Fullerton
2463, Ventura

Colorado
515, Colorado Springs

Connecticut
43, Hartford

Delaware
626, Wilmington

District of Columbia
1145, Washington, D. C.

Florida
Florida Council of Industrial and Public Employees
South Florida DC
627, Jacksonville
1000, Tampa
1278, Gainesville
2292, Ocala

Georgia
144, Macon
256, Savannah

Illinois
Mid-Central Illinois DC
13, Chicago
54, Chicago
62, Chicago
242, Chicago
272, Chicago Heights
496, Kankakee
725, Litchfield
839, Des Plaines
1051, Springfield
1185, Chicago
1361, Chester
1889, Downer's Grove

Indiana
Southern Indiana DC
Northeast Indiana DC
413, South Bend
615, Peru
631, Charlestown
1005, Merrillville
1080, Boonville
1664, Bloomington

Kentucky
Kentucky State DC
64, Louisville

Louisiana
1846, New Orleans

Maryland
Baltimore DC
1354, Aberdeen

Massachusetts
40, Boston
107, Worcester
108, Springfield
475, Ashland
535, Norwood

Michigan
2815, Battle Creek

Minnesota
361, Duluth
851, Anoka
1382, Rochester

Missouri
Central Missouri DC
Kansas City DC
110, St. Joseph
938, Richmond
945, Jefferson City
1262, Chililcothe
1329, Independence
1434, Moberly
1792, Sedalia
1925, Columbia
1987, St. Charles
2030, St. Genevieve
2057, Kirksville
2099, Mexico

Montana
28, Missoula

New Hampshire
625, Manchester
921, Portsmouth

New Jersey
15, Hackensack
1342, Irvington
1743, Wildwood

New York
Adirondack & Vicinity DC
12, Syracuse
203, Poughkeepsie
278, Watertown
374, Buffalo
532, Elmira
740, New York
747, Oswego
964, Rockland Co
1093, Glen Cove
1163, Rochester
1401, Buffalo

North Dakota
1176, Fargo

Ohio
Northwest Ohio DC
2, Cincinnati
104, Dayton
248, Toledo
1581, Napoleon
2239, Fremont
3004, McConnelsville

Oregon
1120, Portland
1388, Oregon City
2902, Burns

Pennsylvania
Metropolitan DC
8, Philadelphia
76, Hazleton
81, Erie
261, Scranton
333, New Kensington
1014, Warren
1050, Philadelphia
1333, State College
1462, Bucks County
1595, Philadelphia
1759, Pittsburgh
2235, Pittsburgh

Rhode Island
Rhode Island DC
801, Woonsocket

South Carolina
2221, Charleston

Tennessee
223, Nashville

Texas
551, Houston
1266, Austin
1421, Arlington
Ladies Auxiliary, Texas State

Washington
1797, Renton

West Virginia
3, Wheeling
1755, Parkersburg

Wisconsin
804, Wisconsin Rapids
1488, Merrill
1733, Marshfield

PART-TIME WORK

FULL-TIME TROUBLES

Those who boast about the continuing expansion of employment might be sobered by a closer look at the record. One in every five workers is on part-time, and the fastest-growing segment of jobholders is involuntarily on part-time.

Part-time work evokes images of teenagers and senior citizens flipping hamburgers or working mothers getting home in the time to meet the school bus. However, "lurking behind these images are bleak economic realities of part-time employment," according to Sar Levitan, director of the George Washington University Center for Social Policy Studies.

"The vast majority of America's 19 million part-time workers hold low-wage, dead-end jobs which offer few, if any, benefits or promotional opportunities," report Levitan and research associate Elizabeth Conway in "Part-Time Employment: Living on Half-Rations."

Besides the exploitation of many part-timers, some employers find the use of contingent or "disposable" employees a good way to undermine unions, wage scales and fringe benefits among full-time workers. In addition, taxpayers subsidize the employer use of involuntary part-time workers who are so low-paid they must resort to welfare, Medicaid and othere public assistance.

The rapid rise of part-time workers has been a phenomenon of the 1980s, according to Levitan and Conway. They report that part-time jobs have grown nearly 50% faster than full-time employment and now account for one in every five persons at work.

Levitan and Conway attribute the increase in part-time work to the growth of suburbia, changes in living patterns and expansion of the service and retail sectors which made use of part-timers. But society has not faced up to the consequences. While many workers use part-time work to balance employment, family and leisure, employers frequently see it as a way to cut labor costs.

Part-time work is defined by the U.S. Bureau of Labor Statistics as work of less than 35 hours a week. This includes those who work less than 35 hours but are considered full-time employees. Nearly one-third of all non-farm workers held a part-time job sometime during 1986. More than one in five workers usually work part-time.

Of the 19 million part-timers, those on involuntary part-time totaled 5,122,000 in 1987. The great majority were on short hours due to slack work or the inability to find a full-time job.

Those on voluntary part-time, for what BLS calls non-economic reasons, totaled 13,928,000 in 1987. Of this group, 11,689,000 are classified as "does not want or is unavailable for full-time work." Levitan and Conway say the distinction between voluntary and involuntary is not always clear-cut. They say an unknown number are not unwilling, but rather are unable to get full-time jobs. These workers may be limited by physical or mental disability, lack of affordable child care, inadequate transportation, or other problems, so a part-time job may be the only thing they can manage.

Americans are hardly flocking to become part-timers, according to Levitan and Conway. They point out that full-time workers increased from 74.1 million in 1979 to 84.3 million in 1987, a 14% rise. Those voluntarily on part-time rose from 12.4 million in 1979 to 13.9 million in 1987, an increase of 12%. But those involuntarily on part-time increased from 3.4 million in 1979 to 5.1 million in 1987, a jump of 52%.

Who are the part-timers and what do they do? In addition to semi-retired persons and teenagers in schools, part-timers are disproportionately females and minorities. While they represent a flexible workforce to employers, a majority of all part-timers get low pay, few benefits and minimal job security. The traditional part-time jobs as cashiers, sales clerks and restaurant workers held by young or female workers are still that way, but there are many more of them today.

On wages, part-timers make up a majority of the 5 million workers paid at or below the minimum wage. In 1987, part-timers earned a median wage of $4.42 an hour—that is, half earned more and half less—compared with $7.43 an hour for full-time workers.

Levitan and Conway praised those states and those few employers who are acting to make part-time work more decent and secure, with group health insurance and pension coverage. They say job-sharing, "peak time" programs and work sharing can meet employer needs and enhance part-time work.

Public policy actions which could help all low-wage workers as well as part-timers include an increased minimum wage, an expansion of health insurance and subsidized child care. These steps would go far to bring decent lives to millions of workers.

More Americans say Yes to unions

Public approval of trade unions on rise since 1981, says Gallup

Public approval of unions climbed from 55% to 61% during the 1980s while disapproval fell from 35% to 25%, according to a Gallup poll.

It was the best showing for unions since 1967, reported the Gallup Organization, which has been measuring public attitudes toward unions since 1936. The poll was conducted in June through in-depth personal interviews with 1,029 people in their homes.

Unions have especially high approval ratings among younger people, minorities and Democrats, the poll showed.

Two other recent surveys, one by Gallup, showed that the AFL-CIO's "Union Yes" television and radio campaign has had a positive impact on what Americans believe about unions and the role they play in society.

AFL-CIO President Lane Kirkland, holding a news conference following a federation Executive Council meeting where the poll results were discussed, said, "We are encouraged by the poll results and particularly encouraged that the youngest age group, 18 to 24, favors unions by the even higher rate of 67%."

"Of course, we are primarily concerned with seeing to it that more Americans have the advantage of a union on the job," Kirkland continued. "That's what polls are for, to guide our hand in that endeavor."

Kirkland noted that "the 61% approval rating shows a steady climb during this decade, from 55% in 1979 and 1981 to 58% in 1985 and 59% in 1986."

Kirkland, in response to a reporter's question, said several factors could be behind the turnaround, including public reaction to employers' anti-worker excesses during the Reagan years, fewer strikes and a better public relations job by unions.

"I think there is a public recognition that the pendulum has swung too far," Kirkland said, adding, "We've had several years in which employers have had the upper hand and in many cases have used it brutally and without restraint."

In any case, said Kirkland, "trade unions in the United States operate in a very, very difficult environment" and their adversaries are "very powerful . . . We are constantly assailed with misleading allegations and propaganda."

The Gallup poll showed public approval of unions strongest in the mid-1950s, a period of labor peace. In 1957, 76% approved and 14% disapproved. In the 1960s, approval ranged from 63 to 70%, dropping to 55% by 1979.

When the first poll was taken in 1936, as industrial organizing was sweeping the nation, 72% approved and 20% disapproved.

By 1941, the year the United States entered World War II, approval had dwindled to 61% and disapproval had risen to 30%. But in 1947, during a postwar stike wave, approval was 64% and disapproval 25%.

Among age groups, the 67% approval rating by those aged 18–24 was matched with a 17% disapproval rating. A high rating came from the 45–54 age group, with 68% approving and 21% negative. Next was the 25–34 age group, with 62% approving and 22% disapproving.

Least approving of unions was the 35–44 age group, with 58% approving and 32% disapproving, and the 55 and

Continued on Page 38

Indiana Councils match Blueprints

Two UBC district councils—Northeast Indiana and Northwest Indiana—are showing that 60-minute pledges for diabetes research can be unanimous.

On Aug. 18, George Elrod, secretary-treasurer and business manager of the Northeast Indiana Council notified General President Sigurd Lucassen that members of local unions in the council had voted unanimously to donate $2.50 per month for the following four months to Blueprint for Cure. The first monthly installment, amounting to $4,592.50, accompanied the letter.

At about the same time, Joe Manley, secretary-treasurer and business manager of the Northwest Council, presented a check for $30,000 to General President Lucassen, representing an hour's pay of $20.00 from 1,500 UBC members working in the district. The occasion for the presentation was the dedication of the Towne Square Complete Care Nursing and Retirement Village, made possible by union pension funds.

General President Lucassen accepts a check for $30,000 from Northwest Indiana Secretary-Treasurer Manley on behalf of Blueprint for Cure.

Danish economist studies pensions

Jorgen Eckeroth, chief economist for the Danish Trade Union Federation, recently visited the Bay Counties District Council of Carpenters at Oakland, Calif., to learn more about American labor's methods of pension administration.

Eckeroth met with Jim Green, executive officer of the council, and other Bay County officials to discuss pension fund investments, how pensions are funded, what rules and regulations govern pensions and how specific investments are determined.

The Danish economist's visit was under the auspices of the AFL-CIO's International Visitors Program.

No L-P platform for Dukakis, say Houston, Texas, Carpenters

Last July, 20 Houston, Texas, Carpenters volunteered their labor to erect a stage for Democratic presidential nominee Michael Dukakis. The stage was to be the site of Dukakis' first address on his campaign trail after receiving the nomination at the National Democratic Convention.

The Houston Carpenters who participated were Johnny Hamblen, Rick Nobles, Howard Bass, Dave Porter, Bob Rice, Floyd Mills, Dennis Luster, Melanie Edgecombe, Sheila Hill-Walbom, Robert Watterson, Don Eisterhold, Don Finley, Bob Smalley, Charley Thomas, Pete Weimert, C. L. Hammontree, Benny Garza, Jone Cones, Jack Carstens and James Herd.

After a scaffold was put in place during the erection of the platform a load of plywood decking was delivered. Jack Carstens, business representative for the district council, realized that the decking was a Louisiana Pacific product and advised the Democratic representative for Michael Dukakis that the United Brotherhood of Carpenters had an ongoing boycott against Louisiana Pacific. Carstens informed him that the Carpenters would not use this plywood in the erection of the stage.

As a result, the shipment was returned to the distributor, and a new shipment of decking material was delivered. The Carpenters resumed their work and all of the facilities were completed on time.

The UBC members stood very tall during Dukakis' presentation when he publicly thanked the Houston Carpenters for their work.

The load of L-P plywood that went back to the distributor and part of the volunteer work crew which erected the Houston platform.

Western Canada millwrights meet

Millwrights from four western Canadian provinces recently met in Victoria, British Columbia to discuss problems and coordinate activities.

Millwrights attending the Victoria meeting were, front, M. Wright, Local 1021, Saskatoon; S. Anderson, Local 1460, Edmonton; Tom Phillips, Local 2736, New Westminster; and R. Drisdelle, task force organizer, Edmonton.

Back row, H. Hagen, Local 1975, Calgary; T. Glassey, Local 1443, Winnipeg; P. Pittman, Local 1975, Calgary; and D. Wiebe, Local 2736, New Westminster.

Tom Phillips, Local 2736, New Westminster, was presented with a clock and engraved United Brotherhood pocketwatch in appreciation of his many years of service to the millwrights of western Canada.

In the lower picture at right, Phillips, a founder of the organization, is shown with the chairman of the Millwrights of Western Canada, Len Werden.

Valdosta trainees

Local 903, Valdosta, Ga., issued certificates of completion to eight members who participated in a job steward training program. Representative Floyd Doolittle conducted the training seminar.

Members who completed the program were, front, Recording Secretary Rich Aldridge, Larry Edmundson, Wayne Hardy and Business Representative Greg Taylor.

Back row, Jeff White, Bryan Spells, Glen Arnold, Danny Patterson and Gene Saunders.

Augusta Local 283 starts newsletter

Local 283, Augusta, Ga., began the publication, last month, of *Local 283 News and Views*, a periodic newsletter to keep the membership informed of official actions.

Printed on both sides of a single sheet of yellow paper, the newsletter contains committee reports, a list of deceased members, the business representative's report, and a report on organizing by Jim Sala, who headed up the effort to launch the publication.

Local newsletters

Carpenter magazine is currently making a survey of local newspapers and newsletters published and distributed by UBC locals and councils to their members. Many of these publications are received regularly at the General Offices. Others are not. We'd like to see copies of all of them.

We plan to publish an article describing these newsletters and recognizing the people behind them. If your local union or council issues a periodic newsletter or newspaper, even if its a small, single-sheet photocopy publication, let us hear from you.

Tell us how you got started, how you prepare the news, how it's distributed, and we'd like a picture or pictures of those who actually do the editorial work.

Send all this to: Carpenter Magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Texas State Council sets future goals

The Executive Committee of the Texas State Council of Carpenters elected new officers during a July convention in Austin, Texas. After the election and installation of officers, the Council discussed its future goals and implemented reorganization plans.

Delegates to the Texas State Council Convention.

General Executive Board Member Fred Carter installed the new officers. Officers are Rusty Campbell, trustee; Herb Kratz, vice president; Joe Cones, president; Ray Hernandez, district representative; Tom Mitchell, district representative; Mark Mullen, secretary-treasurer; Mike Crowder, trustee; Dan Nowaski, district representative; and Joe Quesada, trustee.

Working together in Rhode Island

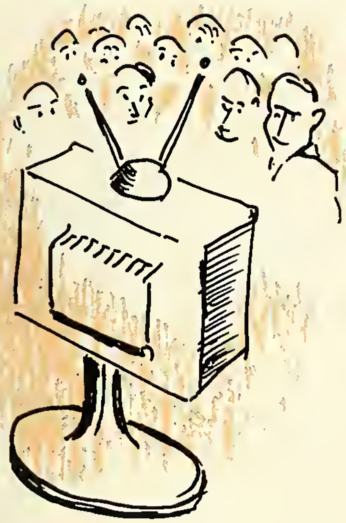
We're building a booming Rhode Island.
Contractors and unions working together
de Island Chapter, Associated General Contractors

Herbert F. Holmes, business manager for the Rhode Island Carpenters District Council, and Stephen A. Cardi, president of the Rhode Island Chapter of Associated General Contractors, unveil a billboard promoting the way contractors and unions have worked together to stabilize building conditions in Rhode Island. The billboard, located on Interstate 95 South, complements a New England advertising campaign currently running in The Wall Street Journal *and* New England Business.

Said Cardi, "Recognizing that cooperative management and union agreements allow building projects to be completed on time and on budget, Rhode Island's unique long-term collective bargaining agreements with a common expiration date have tended to stabilize costs and eliminate slowdowns."

'WORKERS FIGHTING BACK'

New film shows BE&K strikebreaking effort



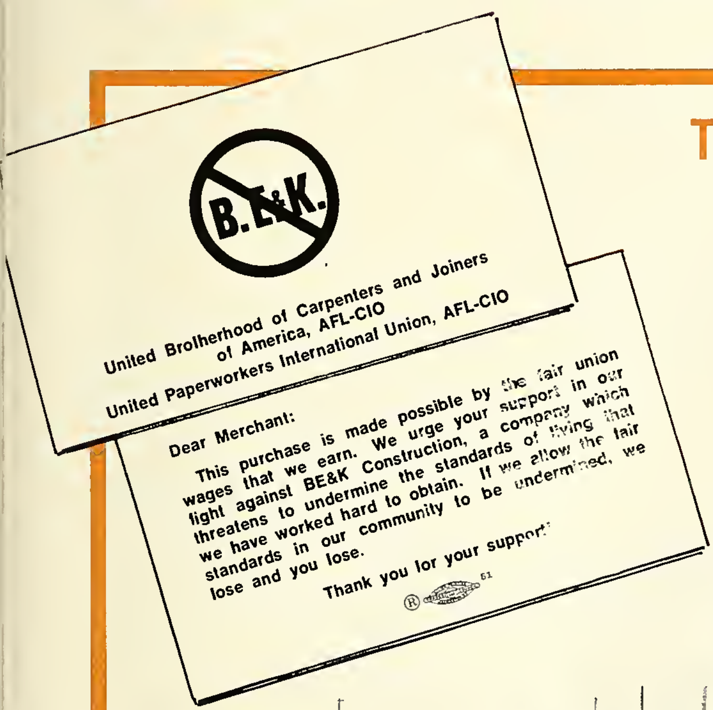
The Brotherhood's newly released BE&K film, "Workers Fighting Back—The BE&K Campaign" depicts the nationwide campaign efforts being conducted against BE&K by Brotherhood members, Paperworkers, and local Building Tradesmen. By using a compilation of news releases from various local television stations, the film illustrates the high visability of our campaign and the important role that the campaign plays in a local community.

BE&K Construction Co., based in Birmingham, Ala., is a major anti-union firm in the construction industry.

In personal interviews, Paperworkers and Brotherhood representatives highlight their concerns about BE&K's strikebreaking services and use of out-of-state workers. Former BE&K employees cite serious safety problems on various BE&K jobsites. Local politicians and county supervisors talk about how BE&K's payment of substandard wage and benefits can have a devastating affect on the local economy.

The BE&K film, which is jointly sponsored by the Brotherhood and the United Paperworkers International Union, will be presented by the United Brotherhood's international representatives at local union meetings, state Carpenters' conventions, local Building Trades' meetings, state AFL-CIO conventions and other such union gatherings. In addition, at every possible opportunity, the representatives will show the film to local political and community leaders who will be concerned with industry introduced in their area.

Teamwork in BE&K Campaign



B.E&K.

United Brotherhood of Carpenters and Joiners of America, AFL-CIO

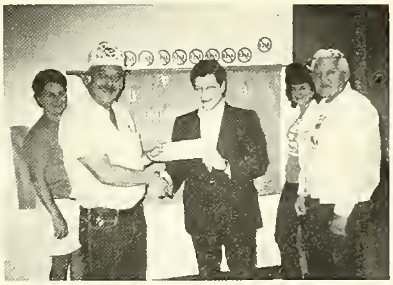
United Paperworkers International Union, AFL-CIO

Dear Merchant:

This purchase is made possible by the fair union wages that we earn. We urge your support in our fight against BE&K Construction, a company which threatens to undermine the standards of living that we have worked hard to obtain. If we allow the fair standards in our community to be undermined, we lose and you lose.

Thank you for your support!

Cards like the one at left (front and back) are being distributed to merchants in towns where BE&K has projects underway. They inform the businesses that the purchase is made possible by fair union wages, which BE&K's presence in the community threatens.



UBC Rep. Robert Konyha presents a $1,000 check from the Ohio State Council to the strike fund for International Paper Workers in Lock Haven, Pa.

The California Highway Patrol set up roadblocks at the BE&K job in Pittsburg, Calif. The CHP ticketed the out-of-state BE&K workers who had failed to register their vehicles with the California motor vehicle department.

UBC Rep. I.L. Bowling is joined by Paperworkers at the Federal Paper Co. mill in Augusta, Georgia, where BE&K activities have been conducted.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

Recipients of the Carpenters Local 261 Scholarships were, top left, Christine Nieroda; top right, Cheryil Demokosy; and bottom right, George Franceschelli.

SCRANTON SCHOLARS

Christine Nieroda, Moscow, Pa., Cheryil Demokosy, Throop, Pa., and George Franceschelli, Moscow, Pa. were awarded the 1988 Carpenters Local 261 Scholarships. This year each graduate received a $2,000 scholarship. The presentation of the scholarships was made at an awards dinner held in honor of the recipients and their parents at the Bella Vista Restaurant, Montage Mountain Road, Scranton, Pa.

Each year since 1971, Carpenters Local 261 awards scholarships to sons and daughters of local union members who are recent high school graduates. The scholarships are awarded on the basis of scholastic achievement and individual personality. Interviews took place at the office of the Northeastern Pennsylvania Contractors Association in Exeter, Pa., and members of the selection committee included one member from the NEPCA staff and the financial aid officers from the following colleges: Marywood College, Keystone Junior College, Penn State (Worthington Campus), University of Scranton and Johnson Technical Institute.

The scholarship award is jointly funded by members of the Scranton Carpenters, Local 261 and their employing contractors.

HOUSING APPOINTEE

Scott D. Fisher, secretary-treasurer of the Michigan State Council of Carpenters, was appointed by Gov. James Blanchard, early this year, to the Michigan State Housing Development Authority. His term will end on March 10, 1990.

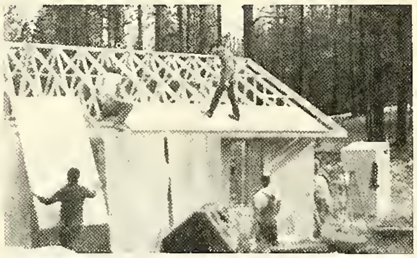
ECONOMIC ALLIANCE

Ken Case, a member of Local 1461, Traverse City, Mich., and secretary-treasurer of the Michigan Building Trades Council Center, has been named a co-chair of the Economic Alliance of Michigan. Case is serving along with co-chair Paul Massaron of the United Auto Workers. The two were congratulated by a retiring co-chair, Irv Bluestone.

The Alliance has an 88-member board of directors, evenly divided between labor officials and business executives. Its purpose is to recommend and initiate activities which will improve the state's jobs and business climate.

Alliance leaders, from left, Bluestone, Case and Massaron.

HOME REBUILT



Carpenters from six locals in California and other building tradesmen recently donated their time and talents to help rebuild the home of an elderly couple which had been destroyed by a forest fire.

Carpenters from Locals 586, Sacramento; 1147, Roseville; 1235, Modesto; 1418, Lodi; 1522, Martell; and 1869, Manteca joined with members from other local unions to make the effort a success. The 900-square-foot home took only a month and a half to build, using the original foundation.

Materials for the project were donated by union contractors and building supply dealers.

TREASURER FETED

Virginia Spencer was recently honored for her 18 years of dedication and service as treasurer of Local 3103, Martinsville, Va. President Houston Surber presented Spencer with a plaque of appreciation from the local.

FOR BROTHERHOOD

Albert J. Beck Jr., business manager and financial secretary of Hudson County, N.J., Local 6, was recently honored by the Bayonne N.J., Chapter of the National Conference of Christians and Jews, at its 31st Annual Brotherhood Awards Dinner. Beck is the first labor leader to receive the prestigious silver medallion given annually by the Bayonne Chapter.

A World War II Navy veteran, Beck was lauded for his service as an executive board member of the New Jersey State Council of Carpenters and as a member of the Hudson County Building Trades Council. He has served as chairman and co-chairman of the regional apprentice contest. In addition to his professional commitments, Beck was recognized for his community involvement, having served on the Building Committees of the Bayonne Community Day Nursery and Bayonne Community Mental Health Center. He sits on the board of directors for the Jersey City Medical Center, Greenville Hospital, and Hudson/Hamilton Council of the Boy Scouts. Beck also served as Assistant Superintendent for Sunday schools at First United Church of Christ in Bayonne.

Dr. Carol S. Grasz, award presenter; Rev. Beverly Thompson Travis, pastor, First United Church of Christ; Albert J. Beck Jr., 1988 Brotherhood honoree; and Mrs. Mildred Beck, wife of the honoree.

REST ROOM REHAB

Carpenters of Local 515, in the Pueblo, Colo., area, were recently recognized for volunteering labor to render restrooms accessible to the handicapped and disabled.

Goodwill Industries Inc., a non-profit community organization, had a time limit to obtain these goals or face closure of various restrooms facilities. Business Representative Steve Muchicko, coordinating with other trades and assisted by journeymen Jim Bender, Sam Valdez, and apprentice Ken Nicholls was able to complete the project ahead of schedule.

MEANY AWARD

Robert C. Brusse of Oostburg, Wis., a member of Carpenters Local 731, Manitowoc and Sheboygan, has been presented the George Meany Award for outstanding volunteer service to Scouting. The award was presented by Fritz Fischer, business agent of Local 731, in a ceremony during an annual recognition dinner held by the Boy Scouts Indian Mounds District. A winner of many other Scouting awards, Brusse has been a UBC member for 18 years and a foreman at Quasius Brothers Inc. for nine years.

MERIT BADGE BOOKS

The Boy Scouts of America authorized, last year, the establishment of a Boy Scout merit badge on American Labor. A handbook used by Scouts in preparing to pass the various tests for the badge is available in most Scout council distribution centers.

Counselors are needed in many areas to work with young people in achieving the badge. This is worthy volunteer work, and qualified UBC members are urged to apply.

The *Carpenter* magazine office has a small supply of the American Labor merit badge booklets available for prospective counselors. If your local union would like to recommend you or someone else as a merit badge counselor for the area Scout council, it may obtain a copy of the merit badge book by writing: Carpenter Magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001. The supply is limited.

INDIANA DIRECTOR

Nancy McCormick of Local 912, Richmond, Ind., has been named community services director for the Indiana AFL-CIO. McCormick assumed the office on July 5. Previously she had been Indiana labor's liaison with the United Way in Richmond. She has also been active in area projects for feeding the homeless and assisting striking workers and their families.

Make Safety a Habit!

These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.

To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

VAUGHAN

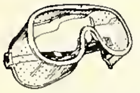
VAUGHAN & BUSHNELL MFG. CO.
11414 Maple Avenue, Hebron, Illinois 60034
1 815 648-2446

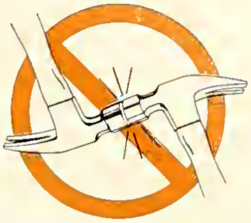
We're concerned about your safety.

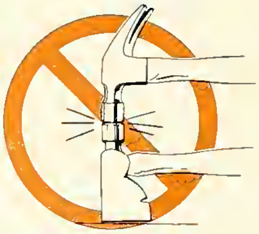
DON'T strike one hammer with another!

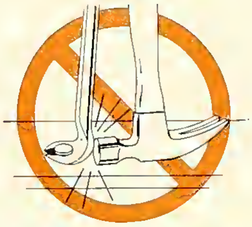
DON'T strike a hatchet with a hammer!

DON'T strike a nail puller with a carpenter's hammer!









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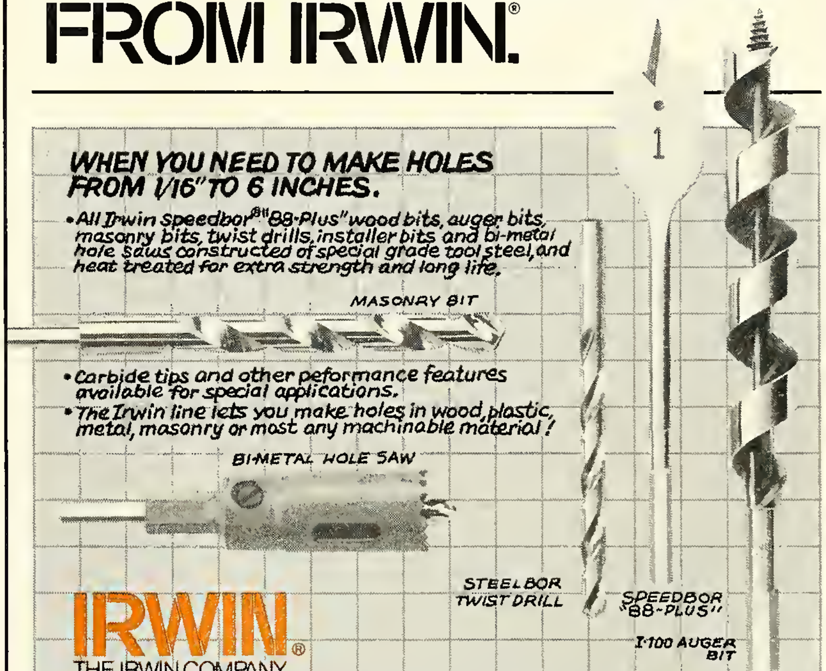

Labor News Roundup

Homeless are just poor, says author-teacher

Jonathan Kozol, a teacher and author, wrote about the homeless he met in shelters and traveling around America in his bestseller, *Rachel and Her Children.*

The Auto Workers' *Solidarity* magazine reported that Kozol told local union editors at the UAW's Family Education Center that, for the most part, the homeless "are people just like you and me" who are only three paychecks and a catastrophe, like losing a job, away from homelessness.

"Despite all the stereotypes, few of these people have anything wrong with them except poverty. They are not crazy. They are not lazy. They are not drug users. They are not alcoholics. They are poor people in Ronald Reagan's America," Kozol said.

Kozol said there are some simple answers to the problem of homelessness, "and they all come back to economics. People are homeless in America because they are poor, because they can't afford the price of rent in this society."

"But people, and especially conservatives, want an answer that won't cost any money," Kozol said. "It seems beyond their understanding that the solution to homelessness is to build housing that poor people can afford."

ILWU receives AFL-CIO charter, becomes 91st affiliate

The Longshoremen's & Warehousemen's Union became the newest AFL-CIO affiliate when it received its charter during the federation's recent executive council meeting.

ILWU president Jim Herman told the council members that the union will be an active participant in federation activities and said the affiliation with the AFL-CIO is "a historic turning point for all of us."

ILWU members voted for affiliation by a 3–1 margin in a union-wide referendum last June. Earlier the ILWU convention had voted overwhelmingly for coming into the AFL-CIO, and its executive board had given a unanimous endorsement.

The 55,000 member union, which is the AFL-CIO's 91st affiliate, represents workers on the West Coast and in Hawaii in its longshore, warehouse, agriculture, general trades and tourism divisions.

The union was formed in 1937. Its first president was Harry Bridges.

AFL-CIO sponsors workers' memorial day

The AFL-CIO is sponsoring a workers' memorial day on April 28, 1989, to draw attention to the "daily toll of work-related injuries, illnesses and fatalities."

The AFL-CIO Executive Council said, "Every year tens of thousands of workers are killed on the job, and millions more are injured or sickened by occupational hazards."

While catastrophes draw brief media attention to dangerous conditions in the nation's workplaces, the council said, the "daily toll" of workplace hazards is "often known only to the families, friends and fellow workers of the victims."

The memorial day, the council said, will "help bring to light the full scope of workplace injury and disease and to assist the labor movement's efforts to prevent this needless loss of life, limb and health."

New book exposes union-busting strategies

A graduate student researcher who sat in on a company's strategy sessions to waylay a union organizing drive has revealed all in a new book, "Inhuman Relations."

Author Guillermo Grenier describes how management at Johnson & Johnson's Ethicon Plant in Albuquerque, N.M., ran a sophisticated anti-union campaign in the guise of "quality circles" in an attempt to defeat a Clothing and Textile Workers' organizing drive in the early 1980s.

"Inhuman Relations" is available from Temple University Press, Philadelphia, Pa. 19122. For special labor education prices call (312) 787-8787.

Kansas City tailors mark 100–year history

Clothing and Textile Workers Local 64, Kansas City, Mo., formerly part of the Journeymen Tailors Union of America, celebrates its 100th anniversary this year.

ACTWU's "Labor Unity" reported that when the local received its charter from the JTUA in 1888, there were several hundred tailors in Kansas City. Now, there are about 25 journeymen.

Local 64 member Tony LoMonte, a tailor since 1942, said tailoring is almost a lost craft.

"Tailoring shops have been turned into production shops. The tailor hasn't been entirely eliminated but all the fine handwork is gone," he said.

Median wage rise in first 34 weeks is 30¢ an hour

The all-industries median first-year wage increase negotiated in the first 34 weeks of 1988 is 2.5% or 30 cents an hour, up from a median of 2% or 22.3 cents in the corresponding period last year, according to the latest biweekly survey by the Bureau of National Affairs' *Collective Bargaining Negotiations and Contracts* service. Factoring lump-sum bonuses into median calculations raises the all-industries first-year wage increase to 3.5% or 35.5 cents an hour.

Excluding construction contracts, the all-industries median first-year wage gain so far this year is 2.7% or 30 cents, as against 2% or 20 cents in the same time span of 1987. Manufacturing agreements provided a year-to-date median wage increase of 2.1% or 29.5 cents an hour, compared with 1.3% or 12.3 cents in the same period a year ago. In non-manufacturing settlements (excluding construction), the year-to-date median wage increase in the first year of the contract is 3.5% or 35 cents, compared with 2.2% or 30 cents in the same period of 1987. Construction settlements provided a median first-year gain of 22.5 cents or 1.2%, compared with 30 cents or 2.2% reported one year ago.

Significant settlements reported in the current biweekly period include those of Bath Iron Works and the Marine and Shipbuilding Workers in Maine; Willamette Industries Inc. with the Woodworkers & Carpenters in Oregon; and Affiliated Hospitals of San Francisco with the Service Employees in California.

Active union role prescribed for physicians

Changes in the nation's health care system have altered the working conditions of all health care personnel, including physicians, the AFL-CIO Executive Council said recently. It noted that doctors face many of the same problems—including work and financial concerns and quality of care issues—that have caused other professional workers to organize unions.

The council encouraged physicians to join with professionals and other workers "as active participants" in the labor movement as a means to address those concerns.

"The AFL-CIO also supports the right of physicians to be included as full partners in the design and implementation of changes affecting health care programs in order to maintain the quality of health care and to protect their rights as professional workers," the statement said.

An effective way for physicians to maintain their professional leadership role "would be to organize in the same manner as professional workers in other fields," the council said.

N.J. awards banquet well attended

A record crowd of 800 union members, apprentices and their guests recently attended the 20th Annual New Jersey Apprentice Contest awards banquet.

President Rudolph Ricciardi, New Jersey State Council President George Laufenberg, UBC Training Director Dennis Scott and Apprentice Fund Administrative Manager Joseph J. D'Aries were on hand to present awards to apprentices which demonstrated outstanding ability. The carpentry contests were held at Bally's Park Place in Atlantic City.

First-place winners were, front, Christopher Nekrasz, Local 2250, millwright; Robert Hunter, Local 620, mill-cabinet; and Gregory Gottfried, Local 31, carpentry.

Back row, Laufenberg and Scott.

Second-place winners were, front, Robert Stephenson, Local 455, millwright; Kenneth Kuebler, Local 2250, mill-cabinet; and John Martini, Local 1489, carpentry.

Back row, Laufenberg and Scott.

Third-place winners were, front, Gary Gerstacker, Local 1006, mill-cabinet; Smith Baker, Local 2018, millwright; and Joseph Arneth, Local 2250, carpentry.

Back row, Laufenberg and Scott.

Roger Atkinson won fourth-place honors in carpentry. Atkinson, center, is shown with Laufenberg and Scott.

UBC begins development of PETS training for trade show exhibits

The United Brotherhood's apprenticeship and training department has begun the preparation of audio-visual training material on the construction and installation of exposition and trade show exhibits, an expanding area of UBC craft work.

The new training program will be structured upon the Performance Evaluated Training System, PETS for short, which emphasizes hands-on training and the individual viewing of "training blocks" of 35 mm slide carousels.

Arrangements have been made with Andrews/Bartlett Exposition Services in the Washington, D.C. area for photographing some of the work processes involved in exhibit work. Other firms are also being asked to make suggestions on curriculum development and to provide an opportunity for UBC training personnel to photograph their specialized work.

"The key to the success of this development is the close cooperation of management and labor in establishing industry standards, determining curriculum materials and developing audio-visual slide shows to support hands-on training," said Dennis Scott, technical director of the UBC's apprenticeship and training department.

Tampa millwrights

Local 1000, Tampa, Fla., recently held a completion banquet to honor its graduating millwrights. The graduates and officers, shown above, include, from left, Robert Bartlett, journeyman; Elmer Tracy, coordinator and business agent; Rolando Loynaz, journeyman; Robert Young, local president; Richard Newsome, journeyman; and Gerald Smith, warden.

Ontario provincial graduates and winner

Several Toronto, Ontario apprentices earned journeyman status and were honored during Local 27's awards banquet. Helping to train the apprentices were JAC committee members Frank Rimes, Ted Burrows, Jim Smith, Ermens Masaro, Tony Annuzi, Sante Mio and Coordinator Charlie Brown.

Graduating apprentices were Glenn Attwood, Raymond Barron, Liberio Celenza, William Corley, Shaun Classen, Roy De Hann, Steven Enthwistle, Michael Glazier, Paul Harding, Ken Heyink, Mike Kindiak, David Logan, Shawn Mackay, Graham Maloney, Shawn McDowell, Frank Munno, Mark Redermier, Augusto Sbarzella, Jim Siomos, David Smith, Norman Tuoimisto, William Vanderlaan, James Wylie, Daniel Passera and Timothy Reducha.

Calvin Anderson won the Ontario Provincial Carpentry Contest. Board Member John Caruthers presented Anderson with a check for $1,000 and a trophy.

Calvin Anderson, winner of the Ontario Provincial Carpentry Contest, is presented his trophy and $1,000 check by Ninth District Board Member John Carruthers.

Graduating apprentices and JAC committee members of Local 27, Weston, Ontario.

Graduating apprentices in Des Moines

This year 15 apprentices from Local 106, Des Moines, Iowa, and one from the Five Rivers JATC in Cedar Rapids recently became journeymen carpenters. An apprenticeship contest were held at the JATC training facility in Des Moines.

Apprentices who participated in the competition and who earned journeyman status were, front, Fred Frick, Curt Arey, David Plumb, Keith Cummins, L. Scott Latham and Rodney Reicks.

Back row, Dan Haugen, Larry Wells, Robert Disney, Terry Coomes, Derald Judson, Lance Reicks, Dan Sterk, Tod Mullins, Laurie Dake and Michael Marsh.

Judges for the competition were Robert Rochat, Charles Warren, Don Barbieri and Jim Holmes.

The top five graduates were David Plumb, second runner-up; Michael Marsh, third runner-up; Rodney Hicks, first runner-up; Terry Coomes, first place; and Robert Disney, fourth runner-up.

New journeymen in Akron, Ohio

The Joint Apprenticeship Committee of Local 639, Akron, Ohio, honored graduates during a June banquet. Each new journeyman was given a quality level as a gift.

Graduates and instructors were, front, Don Crawford, instructor; James Fox, instructor; Gene Gilles, instructor; Robert Kenney, apprentice; Michael Chiple, apprentice; Mel Cindric, instructor; James Dennis, JAC coordinator; and Dave Thorn, instructor.

Second row, Richard Zepernick, Mark Hoffman, Kerry White, Craig Baldinger, Charles Martin, and Instructor Joseph Kucharski.

Back row, Scott Brady, Michael Proudfoot, Thomas Jo Don, William Cross and Bradford Farmer.

Not pictured are Gary Allen, Amy Parsons, Jerry Wright and Gary McDaniel.

Graduating apprentice Bradford Farmer, third from left, was presented with a gift for having the highest grade average by Andy Wright, executive board member; James Cozad, chairman, JAC; and Steven Kasarnich, secretary, JAC.

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CONSUMER CLIPBOARD

Marketplace myths or consumer facts?

Test your consumer quotient

The Consumers' Bill of Rights expressed the five freedoms Americans enjoy in the marketplace—the right to choice, the right to information, the right to safety, the right to be heard and the right to consumer education. How informed are you about your consumer rights? Try separating these marketplace myths from the facts to test your C.Q.—consumer quotient.

MYTH OR FACT?

1. You have a bad credit history, but credit repair clinics can resolve your credit problems and always get your credit restored.

2. Your credit file is a closed record. You cannot learn what it says or get inaccurate information corrected.

3. Only a credit counseling service can work out a debt repayment plan with your creditors.

4. Your credit card is stolen. Before you reported it to the card company, the thief used it to charge $1,000 worth of goods. You have to pay the whole amount.

5. When you buy a home, your broker always must represent your interests.

6. You had your eyes checked by the doctor, but you want to buy your eyeglasses elsewhere. You have to pay a fee to get your doctor to release a copy of your prescription.

7. You buy a used car "as is." This means the car has limited warranty protection.

8. You are sent merchandise in the mail that you have not ordered. You must pay for it, if you keep it.

9. When you order something over the phone, you have no protection under the Mail Order Rule.

10. A salesman you do not know telephones to give you an inside tip on an investment. You should send him a check by return mail.

ANSWERS

1. MYTH. No legitimate credit repair company will guarantee you a clean credit history. For a fee, however, legitimate credit repair companies will work to correct inaccurate information in your credit file. Do not be fooled by credit repair clinics that guarantee to "fix" your credit record, erase your bad debts, or get you credit cards. They may take your money but not solve your problems.

2. MYTH. You can learn what your credit file says by contacting your local credit bureau. Check the Yellow Pages under Credit Bureaus or Credit Reporting Agencies. If several are listed, call to find the one that keeps your file. You can report any inaccurate information in your file to your credit bureau. By law, a credit bureau must investigate and remove any items that cannot be double-checked. However, if the information is accurate, no one can require the credit bureau to remove it—unless it is outdated. If you have been late paying your bills during the last 7 years, the law permits the credit bureau to tell creditors about your history of late payments. Bankruptcy may be reported for 10 years.

3. MYTH. You may contact your creditors yourself to work out an adjusted repayment plan. If you want help, you can check your telephone directory for counseling organizations. Some universities, local county extension agents, military bases, credit unions, housing authorities, and banks provide financial counseling assistance and charge little, if anything, for their services. In addition, you might wish to contact a Consumer Credit Counseling Service (CCCS). To find an office near you, look in the White Pages of your telephone directory or contact the National Foundation for Consumer Credit, Inc., 8701 Georgia Avenue, Silver Spring, Md. 20910 or phone (301) 589-5600.

4. MYTH. If a credit card is lost or stolen and used illegally before you report it missing, the maximum you will owe is $50. After you report the card missing, you do not have to pay for any additional purchases made by an unauthorized user.

5. MYTH. According to most Multiple Listing Services, any broker assisting the buyer usually works under the seller's broker and owes primary allegiance to the seller rather than the buyer. If you want to be sure that the broker represents your interests as a homebuyer, it is advisable that you obtain a written agreement or letter from your broker spelling out that relationship.

6. MYTH. The Federal Trade Commission's Eyeglasses Rule requires that eye doctors, immediately after an eye exam, make available to patients their eyeglass prescriptions at no extra cost. However, the law does not require the doctor to give you a copy of your contact lens fitting measurements.

7. MYTH. "As is" means the car has absolutely no warranty protection.

8. MYTH. If you are sent items in the mail that you did not order, you have a legal right to keep them as a free gift. Although you have no obligation to do so, sending a letter stating your intention to keep the shipment as a free gift is an advisable precaution. Your letter may discourage the seller from sending you repeated bills or dunning notices, or it may help to clear up an honest error.

9. MYTH. If you prefer the ease of buying by phone and paying by credit card, you assume the responsibility if merchandise is not delivered or is delivered late. However, an order that is placed by phone and paid for by check, which is sent through the mail, is covered by the Rule.

10. MYTH. If a stranger gives you a "tip" or a high-pressure sales talk over the telephone, you should be suspicious and not send money without checking the investment with someone whose financial advice you trust. Every year, American consumers lose an estimated $1 billion in investments that turn out to be fraudulent.

•

The FTC provides free factsheets discussing all these matters. For a copy of *Solving Credit Problems, Credit and Charge Card Fraud, Real Estate Brokers, Shopping by Phone and Mail, Buying a Used Car, Telephone Investment Fraud, Unordered Merchandise, Eyeglasses, Fair Credit Reporting*, or *"Best Sellers" for Consumers*, write Public Reference Branch, Federal Trade Commission, Washington, D.C. 20580.

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HEARD THIS ONE?

Once there were two carpenters named Joe and Sam. One day Sam was sawing a piece of lumber and accidentally cut off Joe's ear.

The two men began searching for the ear, and Sam found one.

"Is this your ear?" asked Sam.

"No, my ear had a pencil in it," replied Joe.

—Gloria Nebiolo
Down, Ont., Canada

STAY IN GOOD STANDING

HIGHER LEARNING

Why did the students tiptoe around the medicine cabinet?

Because they didn't want to wake up the sleeping pills.

—V.J. Gansman
Local 47, St. Louis, Mo.

BUY U.S. AND CANADIAN

FINES EXPERIENCE

"Have you had any experience as a chauffeur?"

"Well, I can show you the receipts for all the fines I have paid."

NICE STONE OF VOICE

A charming Southern belle named Tandie was being courted by a rather stern young banker. When queried by a friend about the prospects of a matrimonial alliance, Tandie said flatly: "If that stuffed shirt proposes, I'll give him a deaf ear."

Less than a week later Tandie was wearing the young banker's diamond. Her friend commented, "I thought you said you'd be deaf to any proposal from him."

"Yes, I did," Tandie admitted, looking at the gorgeous diamond in the engagement ring. "But I didn't say I'd be stone deaf!"

SHOW YOUR BUMPER STICKER

BUMPER THUMPER

I saw this bumper sticker in Salt Lake City: "I shop just like a bull. I charge everything."

—Richard O'Brien
Dutur, Oregon

REGISTER AND VOTE

TEXAS DEFINITION

Down in Texas, they don't call them auto thieves . . . they're known as Cadillac rustlers.

NERVOUS ANGLER

Doctor: "You are suffering with your nerves. To what can you attribute it?"

Patient: "To fishing."

Doctor: "But fishing is a very soothing occupation."

Patient: "Not when you have no license."

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

I once took the bishop to tea;
It was just as I thought it would be
His rumblings abdominal
Were simply phenomenal
And everyone thought it was me.

FOR OBEDIENCE

"Why do you call all three of your dogs 'Peter' ?"

"So that at least one will come when I call."

ADOPT A LUMBER COMPANY

BROGUE DENIED

An Irishman in a Boston court was endeavoring to disprove that he had a brogue. The judge, listening to his statements, interrupted, saying:

"Pat, if you wish to deny your brogue, may I suggest that you put it in writing?"

BOYCOTT L-P PRODUCTS

POINT OF HONOR

A woman was being sworn in as a witness in a court case. The bailiff asked, "Do you solemnly swear to tell the truth, the whole truth and nothing but the truth?"

The woman paused and thought a moment, "Sure, I'll try anything once."

—D.B., Spokane, Wash.

USE UNION SERVICES

CRAZY DICTIONARY

QUESTION: What do you call an expert in housing for cowardly crows?

ANSWER: A craven raven haven maven.

—Editor's Revenge

ATTEND LOCAL MEETINGS

LIFE'S DEBT

A man owes it to himself to become sucessful. Once he is sucessful, he owes it to the Bureau of Internal Revenue.

BE AN ACTIVE MEMBER

IT NEEDS NO EINSTEIN

"What gives you the impression that Jack and Betty are engaged?"

"She has a ring and he's broke."

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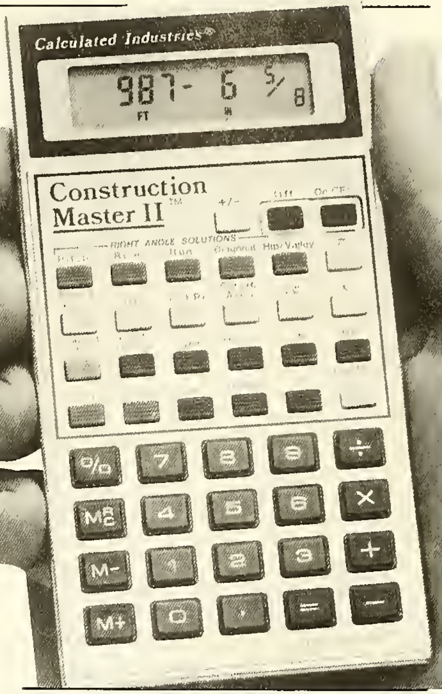

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Feet-Inch-Fraction	Yes	Yes
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Inches	Yes	Yes
Yards	Yes	Yes
Meters	Yes	Yes
Centimeters & Millimeters	No	Yes
Board Feet	No	Yes
All Square & Cubic Formats	Yes	Yes
Built-in Right-Angle Solutions	*Old CM*	*NEW CM II*
Enter Pitch, Rise, Run, Diagonal	Yes	Yes
Calculate Pitch	No	Yes
Calculate Rise & Run	Yes	Yes
Calculate Slope/Diagonal	Yes	Yes
Hip/Valley Rafter Key	No	Yes
Other Built-in Solutions	*Old CM*	*NEW CM II*
Board Feet Estimating	Yes	Yes
Board Feet Cost Estimating	Yes	Yes
Other Material Estimating	No	Yes
Circle Area Program	No	Yes
General Calculator Features	*Old CM*	*NEW CM II*
Basic Math Functions	Yes	Yes
User Memory	Limited	Yes
4-Function % (+, –, x, ÷)	No	Yes
Change Sign (+/–) and Pi (π)	No	Yes
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User-Selected Fractions	No	Yes
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Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

No health coverage gaps, retirees urge

A study by the American Association of Retired Persons shows that retirees would favor health insurance plans that eliminate coverage gaps, even if they must contribute substantially to get that protection.

Almost three-fourths of the 3,081 respondents expressed concern over the increase of out-of-pocket expenses, insufficient protection against nursing home costs and possible Medicare cuts and cost increases.

One-third of the retirees said they would consider paying an additional $12 to $20 monthly premium for full hospital coverage under Medicare Part A and an additional $10 to $15 for full coverage under Part B. Seniors also expressed support for contributing to an expanded employer plan which filled gaps in coverage.

Almost two-thirds of the respondents said they would consider paying a share of the costs for a plan which provided long-term nursing home or health care.

New organization rivals NP&SC

A new national organization for senior citizens in Canada is aiming toward representing the country's seniors at the federal government level.

"One Voice," with the financial support from the Bronfman Foundation and others has an office in Ottawa with staff and board members who represent most of the province.

Mr. Holland, president of "One Voice", said the organization plans to research issues which concern seniors, communicate that research, and unify political action.

Although only a dozen organizations in Canada are listed as members, some fear two organizations trying to represent seniors on the federal level would be detrimental.

The National Pensioners and Senior Citizens Federation, with a membership of 500,000, currently is the largest organization which represents senior citizens nationally.

Century-old Michigan member

Retiree Harmon C. Lewis celebrated his 100th birthday July 25. Initiated into the United Brotherhood in 1947, Lewis has remained a loyal union member for over 40 years.

Before retiring, he worked in residential construction for a local housing contractor. The father of six currently resides in Royal Oak, Mich., with his daughter. He was formerly a member of Local 998.

Johnson honored at retirement dinner

HAPPY RETIREMENT
WILBUR JOHNSON!

Wilbur A. Johnson, business representative for Local 62, Chicago, Ill., was honored for over 20 years of dedicated service at his retirement party.

Johnson was presented with gifts, including a letter of commendation from General President Lucassen and a plaque of appreciation from Third District Board Member Thomas Hanahan.

A number of union brothers were on hand to offer Johnson their congratulations and extended their good wishes. Shown above are Edward Lyons, business representative, Local 62; William Cook, executive vice president, Chicago and Northeast Ill. Dist. Council; Donald Gorman, president, Ill. State Council of Carpenters; John Beck, general representative; Wilbur Johnson, honoree; George Vest Jr., president, Chicago and Northeast Ill. Dist. Council; and Wesley Isaacson, secretary/treasurer, Chicago and Northeast Ill. Dist. Council.

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

NORTH HEMPSTEAD, N.Y.

During a May meeting of Local 1397, Charles T. Anderson, left, received hs 50-year gold pin and membership card from Business Representative and Vice President Joseph J. Wisniewski, right.

Anderson served as Vice President of Local 1397 for 25 years before retiring.

North Hempstead, N.Y.

FORT SMITH, ARK.

At a local union meeting, Local 71 gave special recognition to members with 35 or more years of service to the Brotherhood.

Photo 1: Bruce Turner, Glen Berdan and Leeil Vernon, 50-year members.

Photo 2: 45-year members were, front, Cecil Shelby, Leon Sparks, Lewis Sparks, Lewis Gregory, John Blevins, John Neal and Dwight Hawk.

Back row, Gene Smith, Harley Shores, Marshall Bach, Eull Pendergrass, W.W. Duncan, Bernard Kaelin, Loyd Hale and Harold Adrion.

Photo 3: Honored for 40 years of service were Herman Nixon, Larry Komp, Jack Hill, Wilford Dorey, W.K. Pennington and Harry Nuemeir.

Photo 4: 35-year members were, front, J.D. Peters, George Marsh, Grady Leeper, Odis Cupp and Vernon Looper.

Back row, Don Spillman, Harold Gross and Orville Burrough.

Fort Smith, Ark.—Photo 1

Fort Smith, Ark.—Photo 2

Fort Smith, Ark.—Photo 3

Fort Smith, Ark.—Photo 4

STATE COLLEGE, PA.

During the April meeting of Local 1333, State College, Pa., service pins were awarded members with longstanding service to the Brotherhood.

Photo 1: 25-year member, Robert Leeper.

Photo 2: Glen Karstetter and Dan Karstetter, 40-year members.

Photo 1, Leeper

State College, Pa.—Photo 2

COLUMBIA, ILL.

Local 1997 honored its members with longstanding service during a pin presentation and dinner dance.

Photo 1: 40-year members Arnold Trost, Carl Hammel, Richard Studt and Jim Johnson.

Photo 2: Honored members with 35 years of service were Ray McDonald, William Huebner, Vernon Ruff and Wilbert Kohlmeir.

Photo 3: 30-year member, Mike Schreder.

Photo 4: Coy Smith and Robert Osterhage, 25-year members.

Photo 3, Schreder

Columbia, Ill.—Photo 1

Columbia, Ill.—Photo 2

Columbia, Ill.—Photo 4

WEST PALM BEACH, FLA.

West Palm Beach, Fla., Local 130 recently presented service awards to long-time members at a banquet held at the Helen Wilkes Hotel.

Photo 1: Front, William Ritchey, Helge Christensen, Harold Skaggs and Charlie Nowling were all honored for 50 years of service.

Back row, George Franklin, 50 years; Thomas Webb, 60 years; and Leo Fetter, 50 years.

Also honored for 50 years of service but not pictured were Erick Beck, John Bontempo, Emil Brasgalla, Earl Cain, Axel Carlson, Willard Hall, Frank Lobby, A.S. Varner, Kenneth Wilcox and Frank West.

Photo 2: 40-year members were, front, Al Lino, James E. Woody, James Boatwright and B.L. Hoerber.

Second row, James Wise, Lee Carter, Eugene Eastham, Glenwood Knowles, Lambert Chalupa and George Thiery.

Back row, Albert Bursey, Tom Mulkey, Winslow Burke, Maurice Knowles, Charles Darland, Stanley Clegg and Alfred Buscher.

Photo 3: Also honored for 40 years of service were, front, James Eckler, Wallace Gray and Frank Shone.

Second row, Clyde E. Lewis, J. Ed Brooker, Bryan Crosby, Lloyd "Bill" Boger, Art Winters, Kurt Konrady and E.P. "Pete" Fritz.

Back row, Paul Birch, Kenneth Hood, "Dick" Bornemann, Hjalmar Carlson, Michael Tomczak and Earl Brownell.

40-year members not pictured were Lee Black, Wilmer Basom, Joe Bogovich, Leroy Booth, Roy Brabham, Joseph Chrynowski, Homer Condon, Edwin Giles, Robert Griswold, Edward Hachey, George Hanscom, Frank Hoofnagle, John Inglis, William Kulp, William Leonard, Freddie Lisle, Maurice Livingston, Leroy Lucier, Ryland Mahathey, Alphonse Majewski, David McConnell, William McPeak, Stanford Moree, Justus Muller, Nelson Neff, Henry Neville, Paul Roberts, Antone Schepis, Clifford Sellers, Harry Waldman, Robert Webb, William Webb, Leroy Weiss, D. E. Williams, Edward Gilbert, Edward Kale, Billy Thompson, George Ebbs, Walter Anderson, Lloyd Seales, Arthur Perrin and Woodrow Cupstid.

Photo 4: John Aviles, 25 years; William Busbee, 25 years; Harold Morris, 25 years; and Woody Reed, 25 years.

Second row, Charles Branch, 25 years; Donald Milam, 25 years; James Reid, 25 years; Anthony Plungis, 40 years; Henry Ammons, 25 years; John Trogdon, 25 years; Oscar Loudermilk, 25 years; and Roy Fratz, 25 years.

Back row, Ernest Barr, 25 years; Frank Intoppa, 25 years; Paul Viau, 25 years; George Tyre, 25 years; Ted MacAllister, 25 years; Everett Stump, 25 years; and Floyd Phillips, 25 years.

25-year members honored by not shown were Richard Borrack, Robert Butler, Thomas Cavanagh, David Cloran, Patrick Cousely, Robert Dettman, Robert Force, Robert Germuska, Nathaniel "Babe" Glunt, Francis Hills, Vilho Kiisken, Joseph Klima, William Lewis, Kenneth Maley, Joseph Mincey, Patrick Oldfield, Edwin Pedersen, Robert Sanberg, Paul Starling, George Videon and Salvatore Zago.

West Palm Beach, Fla.—Photo 1

West Palm Beach, Fla.—Photo 2

West Palm Beach, Fla.—Photo 3

West Palm Beach, Fla.—Photo 4

SAN RAFAEL, CALIF.

A banquet and pin presentation were held to celebrate the 105th anniversary of Local 35, San Rafael, Calif. Executive Secretary of the California State Council of Carpenters Robert Hanna was the master of ceremonies.

Local 35 is one of the oldest carpenters' locals in the West, chartered in October 1882, a little over a year after the international union was formed.

Photo 1: 50-year members honored were, front, Guido Mariani, Robert Wheeler, Jimps Wilcox, Lenord Miller and Tom Perkins.

Back row, Wayne Cohen and William A. Wilson.

Also honored were not present were, Martin Grab, Charles Rentz, Willard F. Scovill and Rubert Yeakey.

Photo 2: Members with 45 years of service were, front, Don Riddle, Smith L. Pierce, Gardner Hair, Raymond Elliott, Arlos Kjos, Representative Armindo Borges, Ralph Findley, Richard Farrington and Roy L. Mabry.

Members not present but honored were, John Affonso, Sam Bissic, Edward Bowler Sr., Arthur J. Bradley, George Burkhart, Clarence Coe, Edwin H. Collins Sr., Albert C. Conta, Frank M. Conta, Virgil Cossins, John P. Dolinsek, Donald Dupertius, Peter O. Forni, Cecil V. Harrison, Alfred Hausle Sr., Wm A. Henderson, L.M. Holman, Robert Houser, Robert L. Jack, Henry A. Johnson, Michael Kutlik, Harold Larsen, Dana Leet, Foster L. Madden, Eric L. Maples, C. W. Molyneux, John N. Napier, J.V. Olson, Frank F. Pierotti, Burton Prillwitz, Virgil Raley, Alex Robinson, William Shimmin, Kenneth Sieboldt, George Simon, Frank A. Smaw, Frank J. Smith, Wm. H. Stally Jr., Stanley Steffens, Robert Steingruber, Raymond Swanson, Russell A. Thomas, Jack Watson, Frank P. Wensloff and Ed Wojcieszak.

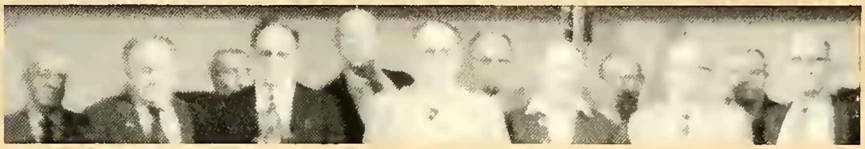
Photo 4: 35-year members honored were, front, Robert Myers, Rennie Horvath, James Stokely, J.D. Stroud, James M. Thompson, Theodore Thompson, Frank H. Vanderbilt, John Villa, R. E. Waldon and Rossevelt Whittington.

Photo 5: Honored for 30 years of service were, front, Berthold Hartmann, Stanley Dentkos, Warren Brentlinger, Robert D. Palmer and Paul Glauch.

Back row, James A. Mauroni, A. H. Christiansen, Robert Alander, Eugene Krautheim, Edward Housh, Loren Hale Jr., Albert R. Paolucci, Henry Quan and Richard White.

Not present but honored were, Ronald B. Baccei, Jack W. Eaubier, Gunner Beaver, Edward J. Bell, Robert J. Benson, Martin C. Bohn, Christopher Bratt, William Bray, Edeon Campbell, N. B. Campbell Jr., Laurence Chapman, Michael Chirco, Angelo Conte, Stuart R. Curtis, William Davies, John Fletcher, Laurence O. Gentry, Bernard L. Grayson, Harry L. Hall, Earl E. Hamlow, Paul Haskee, George Victor McKinnon and Edward H. Windler.

San Rafael, Calif.—Photo 1


San Rafael, Calif.—Photo 2

San Rafael, Calif.—Photo 3

San Rafael, Calif.—Photo 7

San Rafael, Calif.—Photo 4

San Rafael, Calif.—Photo 5

San Rafael, Calif.—Photo 6

Back Row, Unknown, Nicholas Bosch, John Cattich, William Humphries and John Berry.

Those not attending but honored were, George Beckstrand, John Borzini, Harry M. Bowers, Laotta C. Bowles, Otis J. Bradley, L.D. Carter, Theodore Cirul, Charles Cogo, Fred J. Cook, Paul Crumley, Charles Farmer, Melvin Finch, Paul E. Gagnon, Calvin Hammock, Harold W. Harker, Joseph Hemm, Wm. M. Keading, Harrison Krueger, Leo Langer, Albert Merrill, Davic C. Miller Jr., Herbert A. Millhouse, Homer B. Norris, H.L. Perry, Ove Rasmussen, Joe Rodrigues, William. W. Schorch, Bill Silva, Thomas W. Skinner, Earnest L. Smith, L.L. Stepp, Reuben R. Stone and Harold W. Taylor.

Photo 3: Honored members with 40 years of service were, front, Financial Secretary Clarence E. Murfin, Edwin Brown, Clarence Green, William T. Wilson, Lloyd Skaggs, Peter Decruz, Gus Kard, Ivan C. Johnson, Joe Degard and Vern Walker.

Back row, Donald C. Myers, George Bruce, Louis Brawdy, Herman Brandhorst, Gilbert Hansen, Roland A. Wolters, former Business Adrain, Pablo M. Gallardo, Russell J. Daly, Vernon Ness and William Pierce.

Back row, Clyde Miller; William C. Bomio; Leland Green, conductor; J. C. Blackwell, treasurer; Edward Federwitz, former president; Albert E. Pincini; Alex Hebert; Joseph Derrough, former recording secretary; Knud E. Larsen, former trustee; and Earnest K. Pulsen.

Members not present but honored were, Jack F. Allewelt, Chester Beeman, Hugo Bjork, Richard C. Bjork, John Bond, Fred G. Breining, Emanuel Cobb, Tommy Collier, Calvin Collins, Harland Cossins, Grover D. Cowan, Wilbur Crist, Eugene E. Damon, Manuel Furtado, Peter Gardiner, Americo P. Guerra, David Hansen, Jacob Hein, David C. Hughes, Lawrence Jamison, Donald Jensvold, Lewis E. Kimbal, Jack D. Kinney, Julius Kobza, Lyle Lang, Charles Locati, Leroy Long, Henry McKee, Eugene McLean, Mearl Mckinzie, Akira Mamura, Kenneth Maynard, Edward Medeiros, Robert Miller, V. Modrzejewski, Edmond Owen, James Peterson, Tom Polk, Herman Raab, Troy Rawson, Tom Reed, A.W. Rightnour, Edward Rogers, Clarence Rust, Everett J. Sharp, Hammond D. Sheran, Arnold Smith, Leslie Haywood, Axel Larsen, Vernon A. Lenhardt, Arthur Lewis, E.D. McGillicuddy, Aage Manniche, G. R. Morrissette, William E. Morton Jr., Frank Muscat, James Newton, John O'Hara, Paul Patocchi, Jack Pflager, Norman Revell, Laurence Rood, Peter Roscoe, Don Sayer, Werner Schneider, William Seminoff, Albert Spitzer, Fay Stone, William P. Tarrant, Robert Tatum, Floyd Thompson, Donald Uetz, Lambert J. Walz and Robert O. Weeks.

Photo 6: Alex Wade, Charles F. Robison Jr., Albert D. Vollmer, Lincoln Graham, Ted Benson, Fred P. Schwab and Clarence H. Odom were honored for 25 years of service.

Members not present were Tony Amaral, John Badger Jr., Claudis W. Banks, James D. Begley, John Bell, Ray M. Bettencourt, Walter H. Bittle, George Branscome, Richard P. Brasseur, Walt Coenders, Harland D. Coombs, Leroy R. Erickson, Al Everhardt, Gene Feickert, E. H. Freudenburg, Beranrd Gagliari, Herman Gervang, William R. Grecian, Robert L. Guerra, Jergen Hansen, Syl Holemard, Edward A. Hubbard, Valentine H. Kamai, Patrick Kennedy, Edward Kirkland, John G. Kitchens, Marcel

Klopetok, Robert McLean, Earl Mahaffy, Curtis Moore, Ronald A. Murray, James R. Oliver, Rutledge J. Otis, William Parmenter, Robert Pollak, Charles E. Price, Walter Rathaus, Herbert Ruttiman, Louis Russo, Ernst Schulze, George Schwingler, Raphael Skinner, Dale Smith, John Sokolic, Armin Stalder, John E. Storck, Peter Strober, Edward P. Tarrant, Kenneth E. Taylor, John Thibodeaux, Glen Thompson, James Ulmer, Donald Weimer and Frank Zuffinetti.

Photo 7: 20-year members were, Russell A. Kern, Albert G. Long, Harrison Woods, Billy J. Hale and Peter Vansoest.

Members not present were, Lorren Adams, Roy Berger, Robert L. Buell, Frank E. Burns, Albon Bynum, Conrad Clements, Larry G. Compton, Benjamin Curtis, Wilbert Dederick, William E. Dockery, Charles K. Demonds, Louis J. Faverio, George Paul Ferini, Stephen H. Ferini, Larry Foster, Robert F. Gibbs, Kenneth C. Grant, Richard V. Hotson, Richard D. Key, John Krummes, Dennis E. Langer, Ernest A. Lohrman, Thomas McNutt, Salvadore Martinez, Gilbert Medeiros, Ben Medina, Fred Moody, Bernard L. Morrison, Dennis C. Murphy, Richard Norman, Albert Nunes, Ray Pollak, Kenneth Potts, Bonner R. Reeves, Herbert D. Robison, Al Rosalmaier, Edward Schudel, John P. Sheridan, Vernon P. Smith, James E. Stites, Conrad Vonblankenburg, Lloyd Wadleigh, Leland Ward, Douglas Waterhouse and Luellyn Zentner.

Pekin, Ill.—Photo 1

Pekin, Ill.—Photo 2

Pekin, Ill.—Photo 5

PEKIN, ILL.

Members of Local 644, Pekin, Ill., were presented service pins during the local's annual ceremony.

Photo 1: 100 years of combined father and son service were George "Joe" Dunn, 60 years; and George "Ronny" Dunn, 40 years.

50-year members honored but not shown were Rudolph Baldin, William Combs, Roy Jent, Norris Moon and Merle Singley.

Photo 2: Floyd Lashbrook, Donald Law and Carl Smith, 45-year members.

Also honored but not shown were Walter Alde, Jesse Horchem, Orval Jennings, Virgil Lashbrook, Frederick Nimke, Francis Toepfer and Ranceford Ward.

Photo 3: 40-year members were, front, Orval Turner, John Lowe, Ronald Wickert, Woodrow Martin and Robert Miller.

Back row, Ernest Bolen, Robert Cunningham, Donald Brajkovich and George R. Dunn.

Not present were Raymond Armbrust, Alfred Berry, Stanley Copes, Donald Drake, Clarence Hartbank, George Hoepfner, Ross Jackson, Nanke Klockenga, Donald Lind, Melvin Mason, Glen McMillan, Raymond Smith (deceased), Garnet Stovall, Cecil Wayland and Russell Zeine Sr.

Photo 4: Honored for 35 years of service were Gilbert Hoke, Richard L. Miller, Bert E. Van Horn, John Tibbs and John Gay.

Not shown but honored were James T. Cox, Francis Godby, Ralph Helleman MacHobart, Henry Parsons, Henry Shorman and Maurice Walters.

Photo 5: Merle Henkins and Walter Atherton Jr., 30-year members.

Also honored were Charles Grewey, Wiley Holmes, Dean Lynn, Lawrence Perry, Richard Ritthaler, Paul G. Schmidt, Dan Steiner Jr., George Virden, Paul Muchow and William Wright.

Photo 6: Wayne Ropp, 25-year member.

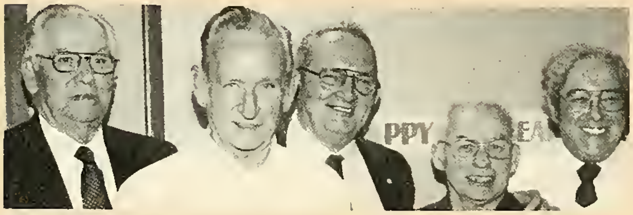
Honored but not shown were Robert Bunch, K. George Cunningham, John Diegel, Howard Kirk, Edwin Lay, Paul Mason, Orville T. McVey, Larry Sliger, Charles Tyler, Gary Van Vooren, Gustave Gosda and Joe Krusz.

Photo 7: 20-year members were, front, Vernell Thompson and Edward "Bud" McCoy.

Back row, John Kuzniar, Richard Gresham, Wendell Davis and Howard "Russ" Manock.

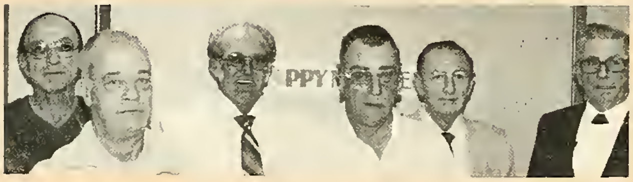
Not present were Max Arnett, Jack Blevins, Guy Boyd, Gary Graham, Louis Hunteman, Larry Jacobus, Gail Liesman, Kenneth Liesman, Howard Lindsey, Mack Masterson, Bobby Mathena, Junior Monge, Charles Rinderknecht, James Schauble, Earl Stovall, Douglas Hullinger, Richard Buchholz, Raymond Bearce, Davy Creager, Robert Dial, George Klockenga, Larry Krueger, Marshall Miller and Robert Nunn.

Pekin, Ill.—Photo 3



Pekin, Ill.—Photo 4

Pekin, Ill.—Photo 6



Pekin, Ill.—Photo 7

PINE BLUFF, ARK.

Several members of Local 576, Pine Bluff, Ark., were awarded service pins recently.

Photo 1: 50-year member, Troy Goins.

Photo 2: Wilber Shearer, H.L Jeffcoat and Charles Hoseman, 45-year members.

Photo 3: Carroll Hamilton, business representative, and Roy Newman, 35-year members.

Photo 1, Goins

Pine Bluff, Ark.—Photo 2

Pine Bluff, Ark.—Photo 3

TACOMA, WASH.

Members of Local 470, Tacoma, Wash., gathered to honor 74 of their members for their continuing service to the Brotherhood.

A Golden Hammer award was presented to four members in appreciation for their years of dedicated service and betterment to the local.

Honored for 65 years of service, but not shown, was David A. Haddon.

Fred Michel Jr. was honored for 55 years, but was unable to attend.

Photo 1: 50-year members were Oliver Pogreba and John V. Ansberry.

Honored but not present were, Morris W. Sipes, Gifford Markham and Norm Nordlund.

Photo 2: Members with 45 years of service were, Norman L. Porter, Hugh E. Gonyeau, Melvin C. Gosgro and Gerald Shafer.

Back row, Martin R. Stenbak, Milton H. Robinson and E.L. Gray.

Honored but not pictured were, Charles A. Burns, H.C. Grant, John Paul Jones, Delmar Jordahl and George L. Smith.

Photo 3: Members with 40 years of service were, Wayne Ballard and David R. Annon. Brother Ballard was recently installed as the Exaulted Ruler of Elks Lodge #1450, Puyallup, Wash.

Also honored but not present were, Carl V. Anderson, Herman H. Bolender, Raymond J. Clouse, John W. Craig, Orvil Critchley, Sammual E. Dillion (deceased), Serle C. Hart, Eugene C. Kaufman, Kenneth R. McGehee, Carl F. Millar Jr., George R. Ricketts, Allan T. Robinson, Franklin Shadle and Chester A. Wright (deceased).

Photo 4: 35-year members were, front, Lee E. Smith and Howard G. Metcalf.

Back row, Bob A. Gauge, and Kenneth T. Elmore.

Honored but not present were, Andrew E. Baird, Willis W. Chambers, Frank K. Keinath, Alvil L. Larkin, Alfred C. Mennenga, Kaz N. Nakamura and Paul Treyz.

Photo 5: Honored for 30 years of service were, front, Edgar W. Owen, and Eugene B. Schiff.

Back row, Wayne A. Miller and Hans H. Jensen.

Honored but not shown were, Rocco Bertucci, Earl R. Buckly, Gene H. Cearley, Leo Deschambault, Alvil T. Harris, Sammel J. Harris, Alex LaFountaine, Preston Martin, Robert H. Peterson, William L. Rhodes, Allan Robbins, Wallace Royse and Vernon Virgil.

Photo 6: 25-year members honored were, front, John J. Mason and Gerald R. Olson.

Back row, Luis Lugo and John M. Corak.

Honored but not present were, George A. Gaimster, T.H. Jones Jr., Cedric R. Jopp, Royal E. Lantz, Robert V. Larue and Lawrence T. Pagnano.

Photo 7: Percy B. Watkins, 49-year member and former secretary/treasurer, receives his Golden Hammer award.

Photo 8: Golden Hammer recipient Elvet Whitelock. Whitelock is a 34-year member and formerly served as business representative and president of the local.

Photo 9: John V. Ansberry, 45-year member and former recording secretary, accepts his Golden Hammer award.

Photo 10: Edward Vandenheual, retiree and former financial secretary/treasurer, is awarded a Golden Hammer. Vandenheual was honored at a Feb. 13 retirement dinner that was attended by over 150 friends and members of Local 470.

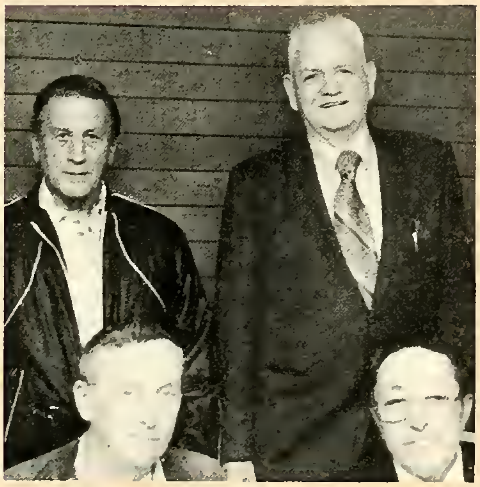
Photo 11: Russell Peters, executive secretary of the Pierce County Building and Construction Trades Council, was made an honorary member of Local 470 in appreciation for his years of service representing local craftsmen.

Tacoma, Wash.—Photo 1

Tacoma, Wash.—
Photo 2

Tacoma, Wash.—Photo 3

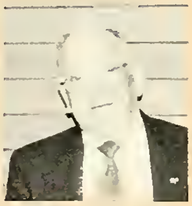
Tacoma, Wash.—Photo 4


Tacoma, Wash.—Photo 5

Tacoma, Wash.—Photo 10

Tacoma, Wash.—Photo 6

Tacoma, Wash.—
Photo 7


Tacoma, Wash.—
Photo 8

Tacoma, Wash.—
Photo 9

Tacoma, Wash.—
Photo 11

BRUNSWICK, GA.

Members of Local 865 with 20 or more years of service were honored during a recent service pin ceremony.

Photo 1: 45-year members were R.H. Miller, D.I. Copeland and J.H. Tyre.

Photo 2: Honored members with 40 years of service were J.L. Woodcock, Carlton Johnson, Willard Masters, international representative and Dewayne Mann who accepted a pin for Q.O. Floyd.

Photo 3: 35-year members were, front, Ronald Kennedy who accepted a pin for Charles H. Wheeler, W.O. Ray, Nathan Mosley, N.P. Trull Jr. and Willard Masters, international representative.

Back row, Tillman Kennedy, Jim Hill, Alfred Taylor, Neal Youmans, Robert Tillman and Bill Harrell.

Photo 4: Sammie Lee Andrews, 30-year member.

Photo 4, Andrews

Photo 5: K.E. Moody, business manager Edwin M. Lashley, Grady King and Fred Chappell who accepted a pin on behalf of R.M. Mikell.

Photo 6: 20-year members were, front, Edsel A. Peace, James F. Ford, William Ashley and International Representative Willard L. Masters.

Back row, accepting a service pin for Gary M. Skinner was Kirk Self, Edwin M. Lashley, business manager, Marlin Altman who accepted a pin for John R. Hutchinson and Gerald Meyer who accepted a pin on the behalf of Dan Robinson.

Brunswick, Ga.—Photo 1

Brunswick, Ga.—Photo 2

Brunswick, Ga.—Photo 3

Brunswick, Ga.—Photo 5

Brunswick, Ga.—Photo 6

POLSON, MONT.

Members of Local 670 were recently honored for their continuing service to the Brotherhood.

Photo 1: Front, Bernard J. Gerrity, 40 years.

Back row, Eugene K. Leishman, 35 years; and Fred Polzin, 20 years.

Photo 2: Paul Syverson, 35 years; Fred Sandburg, charter member; and Bryon Gilman, 45 years.

Back row, Allen L. Smith, 35 years; Francis R. Kis, 40 years; and B. Keith Barker, 40 years.

Polson, Mont.—Photo 1

Polson, Mont.—Photo 2

CHESHIRE, CONN.

Brother James Coldwell, Local 24, was recently presented with his 60 year service pin. He is shown with Local 24 President Donald Rediker, right, who is holding a picture taken in 1919 of a group of union carpenters, one of which is Coldwell's father.

MONTREAL, QUE.

Willie Cossette of Local 134, Montreal, Quebec, Canada, recently received his 50-year service pin. Cossette is one of the oldest living members in the Brotherhood.

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER *magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.*

IN MEMORIAM

The following list of 653 deceased members and spouses represents a total of $1,225,550.75 death claims paid in July 1988; (s) following name in listing indicates spouse of member.

Local Union, City

2 **Cincinnati, OH**—Charles Raible, Wayne Ludwig.
3 **Wheeling, WV**—Elwood Templeton, Helen Matzaris (s).
5 **St. Louis, MO**—Samuel George Weik.
8 **Philadelphia, PA**—George C. Lemmert, Robert McCleave.
10 **Chicago, IL**—Leonard T. Paluch
12 **Syracuse, NY**—Dorothy Somers (s), John Przybycien.
13 **Chicago, IL**—Henry Cheloni, Walter Heneghan.
15 **Hackensack, NJ**—Daniel Rubino, Jerry Novotny, Michael Feyti, William Patlosky.
17 **Bronx, NY**—Frank X. Cherena, Raymond Rosa.
18 **Hamilton, Ont., CAN**—Andrew Ivory, Dorothy Persoon (s).
21 **Cleveland, OH**—Albert W. Nicholls Jr., Arthur W. Mares.
22 **San Francisco, CA**—Edwin Soderlund.
24 **Central, CT**—Josephine Piscitello (s), Nicholas Dottori.
27 **Toronto, Ont., CAN**—John B. Strain, Masaru Tomotsugu, Wendell O. Gooden, William Kuparinen, William T. Klintworth, William W.R. Davis.
34 **Oakland, CA**—Albert S. Harris, Herman O. Wilkes, William G. Marlik.
35 **San Rafael, CA**—Margaret L. Davies (s).
36 **Oakland, CA**—Carl A. Schunke, Edward J. Johnson, Francisca V. Rodriguez (s), Helen M. Taylor (s), Herman C. Vonmosch, John A. Sobey, Maggie Sarah Smith (s), Richard W. Roff, William Elwood Wallace, William N. Wheeler.
38 **St. Cathrns., Ont., CAN**—Jack Levasseur.
40 **Boston, MA**—Thomas Kearley.
42 **San Francisco, CA**—Edward F. Steward, James E. Harris.
46 **Sault Ste Marie, MI**—Merlin J. Veysey.
47 **St. Louis, MO**—Audrey I. Hall (s), Harry W. Landis.
50 **Knoxville, TN**—Comer W. Bradley, Mary Katherine Caughron (s), Pearn C. Hansard.
53 **White Plains, NY**—Leonard Anfinsen.
54 **Chicago, IL**—James Connor.
58 **Chicago, IL**—Carl Magnuson.
60 **Indianapolis, IN**—Edward Seeman, Jesse L. Bedell, Minnie Margaret Crook (s), William Veryl Hoffman.
61 **Kansas City, MO**—Leonard Maples.
62 **Chicago, IL**—Carl Gordon.
64 **Louisville, KY**—Lawrence William Roehrig, Norma Jean Neumann (s), Raymond A. Basham.
67 **Boston, MA**—Paul W. McGrann.
69 **Canton, OH**—Carl Pfeiffer, Nellie M Licking (s).
71 **Fort Smith, AR**—Rufus M. Peck.
73 **St. Louis, MO**—Marcella Jane Heidemann (s).
74 **Chattanooga, TN**—Clyde H Humphries, Thomas H. Jackson.
76 **Hazelton, PA**—Michael Demshock.
80 **Chicago, IL**—Dewey Naylor, Edward C. Hofkamp, Gerd A. Bochonok (s).
87 **St. Paul, MN**—Cecelia O. Wieseler (s), Lloyd Freij.
93 **Ottawa, Ont., CAN**—Albert Boileau.
94 **Providence, RI**—Armand Tessaglia, Edward Nadeau, Italo Alviti, Richard Rossi, Vito Bevilacqua.
95 **Cleveland & Lake Co., OH**—Christian W. Storm, Ruth Marie Gran (s).
98 **Spokane, WA**—Ardis Hegle (s), Carl J Sommers, Jay W. Akan, Ralph C. Poulsen.
100 **Muskegon, MI**—Frederick J. Schmid
104 **Dayton, OH**—Robert Burnett.
106 **Des Moines, IA**—Corvus West, Ruby Alice Jordan (s).
107 **Worcester, MA**—Birger V. Pearson, Nancy R. Bonardi (s), Robert L. Penny Jr.
108 **Springfield, MA**—Eva Amanda Marcelina (s), Frances L. Mougin (s), Kevin Shea, Sharkey Rahaim.
109 **Sheffield, AL**—Herbert C. Wallace.
114 **East Detroit, MI**—James H. Lince, Lionel Benson, Michael Scully, Ward Mansfield.
118 **Detroit, MI**—Bertha L. Joseff (s), Donald L. Kopka, Dossie Hedge, Everett E. Wilson, Freeman D. Ginder, John Golden, Joseph J. Owsinek, Lee H. Ferguson, Markus Schiller, Rose Pickens (s), Walter Pate, William H. Bachman.
120 **Utica, NY**—Joseph Bosco.
123 **Broward-County, FL**—Clara M. Fowler (s).
124 **Passaic, NJ**—Karl W. Orth, Sture E. Ericson.
125 **Miami, FL**—Alva S. Fox, Clayton C. Belk, Gary Arthur Pauly, James B. Sapp, Leo A. Garb, William C. Stafford.
127 **Birmingham, AL**—Walter L. Boehme.
131 **Seattle, WA**—Clarence L. Fosberg, Cliff A. Clements, Nathan F. Pumfrey.
133 **Terre Haute, IN**—Carl J. Klatte.
134 **Montreal, Que., CAN**—Therese Cagne Lepage (s).
135 **New York, NY**—Maurice Hackman.
140 **Tampa, FL**—Roscoe L. Nutt, Weltmer Penny Sr., William Clyde Stokes.
141 **Chicago, IL**—Chester Patterson.
142 **Pittsburgh, PA**—William O. Casagrande.
153 **Helena, MT**—Dean L. Reynolds.
155 **Plainfield, NJ**—George W. Kuhl, John Mehler.
162 **San Mateo, CA**—Ralph C. Barnes, Rudell Redfern.
163 **Peekskill, NY**—Charles Castrovinci.
166 **Rock Island, IL**—Robert T. Park Sr.

Local Union, City

171 **Youngstown, OH**—Mike Pregibon, Stephen E. Kuboff.
181 **Chicago, IL**—Ronald Karczewski.
184 **Salt Lake City, UT**—Clayone S. Hepner (s).
185 **St. Louis, MO**—William H. McKenney.
188 **Yonkers, NY**—Nunzio Angiolelli, Richard R. Lennox.
195 **Peru, IL**—Fredric A Hannum.
199 **Chicago, IL**—Betty A. Natarelli (s), John H. Kraus, Oscar Steelhammer, Ralph K. Harman, Walter C. Gray.
201 **Wichita, KS**—Dorothy Marie Pearson (s), Paul A. Bruce, Rolland Whittle.
209 **San Fernando, CA**—Albert LaPierre, Arthur Anders, Arthur H. March, Einar Nelson, Greenie A. Sadler, John C. Bireline, John D. Cosper, Peter Erland Sorensen, Roy Bannister, Viola Evelyn Guzman (s), William H Murphy
210 **Stamford, CT**—Edward H. Hill Sr., Frank S. Cofone, George Flake, Vernon Kent.
212 **Cleveland, OH**—Peter P Hrusch, Thorvald B. Christensen.
218 **Boston, MA**—Frank Mills, James B. Mitchell.
223 **Nashville, TN**—Harris C. Sweeney.
225 **Atlanta, GA**—Arthur Barton Varney Jr., Ernest H Stewart, Esma Jewell New (s).
230 **Pittsburgh, PA**—Ralph J. Stefanski.
249 **Kingston, Ont., CAN**—Joseph Alexander Leroux.
250 **Waukegan, IL**—Betty J. Keeling (s), John E. Brown.
255 **Bloomingburg, NY**—Joseph Raymond.
257 **New York, NY**—Eino Olavi Sund.
259 **Jackson, TN**—Estelle Gladys Cole (s), Harvey Clinton Blackmon, Walter Dewey Carnal.
262 **San Jose, CA**—David A. Moro, Kurt Ross.
264 **Milwaukee, WI**—Clifford Bliesner, Gunnar Edvin Olson, Harry Wienser, Mietje Becker (s).
265 **Saugerties, NY**—Joan Charney (s), Lucille Mary Stislow (s).
267 **Dresden, OH**—Kenneth Dillingham, William A. Casler.
268 **Sharon, PA**—Henry Gerald Stamm, Robert T. Horodyski.
272 **Chicago Hgt., IL**—Edward R. Zaranka.
275 **Newton, MA**—George Adolph Scholz.
278 **Watertown, NY**—Norman P. Seymour Sr.
280 **Niagara-Gen&Vic, NY**—Joseph V. Wroblewski.
281 **Binghamton, NY**—Homer C. Gow, Stanley S. Mosier.
287 **Harrisburg, PA**—Raymond A. Stewart.
296 **Brooklyn, NY**—Joseph Ditolla, Karl Lorentz Jensen
302 **Huntington, WY**—James T. Stoner, Paul Matovich, Wayne Parsley.
305 **Lorain, OH**—Harry Limes, John Henry Tomazic.
306 **Herminston, OR**—Wern H. Read.
311 **Joplin, MO**—Frank L. Wilson.
320 **Augusta, ME**—Charles C. Legoff.
329 **Oklahoma City, OK**—Delores N. Thele (s), Junior Towers, Ruth Alice Frankenfield (s).
333 **New Kensington, PA**—Edward E. Greenawalt.
334 **Saginaw, MI**—John R. Gilmour, Thomas W. Kent.
335 **Grand Rapids, MI**—Nina Franson (s).
342 **Pawtucket, RI**—Adelard J. Bilodeau.
345 **Memphis, TN**—Arnette Vaughn (s), James Tucker, Murrell Lou Littlejohn (s), Robert C. Hall.
347 **Mattoon-Charleston, IL**—William R. Larrabee.
348 **New York, NY**—John Tyznar, Joseph Petrin, Percy Brenton, Salvatore Piazza.
355 **Buffalo, NY**—Stephen A. Roesler.
359 **Philadelphia, PA**—Anthony J. Marturano.
370 **Albany, NY**—Lewis Francis Hoffman, William V. Ryan, Wilma Oeser (s).
374 **Buffalo, NY**—Reidar Fredericksen.
388 **Richmond, VA**—Cecil E. Porter.
393 **Camden, NJ**—John D. Tussey.
400 **Omaha, NE**—Cecil L. Albert, George R. Patterson, John E. Baete.
409 **Westside, CA**—Ipha Roman Lancaster (s), Jack A Lathwood
410 **Ft. Madison & Vic., IA**—Minnie B. Miller (s).
413 **South Bend, IN**—Robert Gerhold.
415 **Cincinnati, OH**—Doris M Trimpe (s).
429 **Arlington, TX**—Bun M. Haynes, John Hudson Martin, Loyce Buna Vinson (s), Melvin M. Plumlee, Ray Orville Coldiron.
452 **Vancouver, BC, CAN**—David Gunter, Hermann Kaisers, John Macneil, Rosa Schubert (s).
454 **Philadelphia, PA**—Manning Tucker, Ophia L. Hibbs (s).
470 **Tacoma, WA**—Arthur V. Sundby, George O. Randall, Olaf Anderson Brukett, Sigmund Peder Hansen, William J. Mildon.
476 **Clarksburg, WV**—Curtis J. Judy, Emery C. Edgell.
480 **Freeburg, IL**—Jack Powell.
483 **San Francisco, CA**—Etheren L. Pon (s), Marino P. Nibbi, Winfield Scott Porter.
494 **Windsor, Ont., CAN**—John Napora.
500 **Butler, PA**—Alma D. Bowser (s), Kenneth O. Broerman.
502 **Port Arthur, TX**—Carl H Johnson, Jack E. Greer, Thelton E. Singleton.
505 **San Diego, CA**—Mildred C. Horning (s), Walter M. Crayne.

Local Union, City

513 **Pt. Alberine, BC, CAN**—Roy Carr.
514 **Wilkes Barre, PA**—Herman A. Hildebrand.
515 **Colo. Springs, CO**—Carl Watkins, Donald Sauve, Harold D. Quillen.
526 **Galveston, TX**—Merle Gerald Tharp.
531 **New York, NY**—Eric S. Svensson, Marion Toia (s), Thomas W. Lawson.
551 **Houston, TX**—Bradley Clyde Busby, D. C. Starr, Retta Sue Keeney (s), Rollin Jim King.
562 **Everett, WA**—Joseph O. Norsby.
569 **Pascagoula, MI**—Edward Charles Ladnier, James Arthur Sullivan, Louis Alfonse Dubuisson, Stafford D. Phillips.
586 **Sacramento, CA**—Alex Stuckert, Charlotte J. Hessler (s), Forest E. Knopp, George E. Trask.
596 **St. Paul, MN**—Caroline Roach (s).
599 **Hammond, IN**—Charles Deen, Frank M. Brown.
600 **Lehigh Valley, PA**—Timothy T. Price.
608 **New York, NY**—Charles Gozzer, Dominick Ragno, William J. Templeton.
611 **Portland, OR**—Carl Dahlen Sr.
620 **Madison, NJ**—Joseph Pepe.
622 **Waco, TX**—Juanita, Whitson (s).
623 **Atlantic County, NJ**—Anthony J. Haring, Joseph A. Muskett.
626 **Wilmington, DE**—Edwin S. Cooke, Francis L. Masci, Mildred P Melvin (s), Ray Farmer.
627 **Jacksonville, FL**—Euguen Andring, Haywood L. Henderson.
630 **South Bay, CA**—Arthur William Gardner, Buford Stolz, John J. Magan, Roysten L. Crawford, Vincent A. Bailey, Wilburn W. Brock, Willie Mary Donaldson (s), Woodrow Offineer.
631 **Charlestown, IN**—Alvie Clyde Speck, Burrel H. Shelton, Coy E. Patton.
633 **Madison & Granite City, IL**—Adolph D. Hall, John E. Dowdy.
636 **Mt. Vernon, IL**—Angelia K. Jones (s), Orville Harris.
638 **Marion, IL**—Mary Louise Schroeder (s), William Carl Travelstead.
639 **Akron, OH**—Edward Couch, Emil Schneeberger, Joseph Phillip Mekina.
642 **Richmond, CA**—Thurman D. Cheatham.
644 **Pekin, IL**—John W. Hundt.
665 **Amarillo, TX**—Johnny Sherman Sullivan, Newt Cypert Hodges.
668 **Palo Alto, CA**—James N. Whitten, Wreathel B. Bane.
678 **Dubuque, IA**—Anthony Zwack, Clarence A. Schenker, Sylvester J. Francois.
690 **Little Rock, AR**—Anna Mae Fletcher (s), Asa Mayberry, Earl Walters, Joe Leslie Sentell.
701 **Fresno, CA**—Robert M. Segress, Victor G. Taylor.
714 **Olathe, KS**—Loyd Oran Clark.
715 **Elizabeth, NJ**—Robert J. Aulert.
721 **Los Angeles, CA**—Gracia A. Lujan (s).
735 **Mansfield, OH**—Ralph W. Reed.
743 **Bakersfield, CA**—John R. Deloera, Lester Olmsted Sr.
745 **Honolulu, HI**—Guy Gallaway, Masaichi Hamada, Michael Moritz, Salud de Guzman Villanueva (s).
751 **Santa Rosa, CA**—Marion Wallace Reed, Robert Henry Schrader.
758 **Indianapolis, IN**—William H. Weddle.
769 **Pasadena, CA**—Albert L. Duerksen, Louis R. Valdivia.
770 **Yakima, WA**—Mervin L. Johnson.
771 **Watsonville, CA**—George M. Nichols.
790 **Dixon, IL**—Sam Susina.
795 **St. Louis, MS**—George Asselmeier.
805 **San Diego, CA**—Adreon W. Lantz, Beulah B. Sproul (s).
839 **Des Plaines, IL**—Carl F. Reimer.
857 **Tucson, AZ**—Lois Murphy (s).
902 **Brooklyn, NY**—John Francis Nyiri, Malcolm Mackinnon, Ragnhild Salvesen (s), Vito Alcamo.
918 **Manhattan, KS**—Alphonse J. Weisbender.
925 **Salinas, CA**—Bobbie R. Alexander, Clyde Mallory, Giuseppe Mazzuca, James Edward Frost.
943 **Tulsa, OK**—Elbert Jefferson Preston, Olney H. Perry.
944 **San Bernardino, CA**—Paula P. Rodriguez (s), William H. Griffin.
958 **Marquette, MI**—John Kangas.
964 **Rockland Co., NY**—Harvey D. Culver.
971 **Reno, NV**—Richard E. Uihlein, Wilford B. Kimsey.
973 **Texas City, TX**—James J. Strate.
977 **Wichita Falls, TX**—Opal L. Woods (s).
978 **Springfield, MO**—Arthur B. Chilson, Clyde J. Everly.
998 **Royal Oak, MI**—Joseph Barone.
1005 **Merrillville, IN**—Claude F. Womack, Frank Kraft Jr.
1016 **Muncie, IN**—Charles D. Harmon, Neil J. Moody.
1022 **Parsons, KS**—Larry Lee Peterson.
1027 **Chicago, IL**—August Teuber, Bernhard L. Winker, Frank Elias, Pedro M. Gomez, Stanley Nash.
1033 **Muskegon, MI**—Walter Baumgarten.
1050 **Philadelphia, PA**—George A. Wagner, Joseph V. Monzo.

Local Union, City

1053 **Milwaukee, WI**—Charles Tony Chuppa, Gustave A. Kutsch.
1065 **Salem, OR**—John C. Josephson.
1066 **Cincinnati-Dayton, OH**—Robert L. Nichols.
1067 **Port Huron, MI**—Archibald L. Leitch, Merlyn L. Jones.
1089 **Phoenix, AZ**—Melvin S. Buros, Roy Richardson.
1091 **Bismarck Mandn, ND**—Shirley Hegney (s).
1093 **Glen Cove, NY**—Arthur Velsor.
1097 **Longview, TX**—Jack C. Futrell.
1098 **Baton Rouge, LA**—George Whittington, Joe E. Henson.
1100 **Flagstaff, AZ**—Ole Solberg.
1102 **Detroit, MI**—Maudie L. Little (s).
1104 **Tyler, TX**—Frank T. Waites.
1109 **Visalia, CA**—Manford Munson.
1120 **Portland, OR**—Orville Castor, Robert Krueger.
1134 **Mt. Kisco, NY**—Harry Hall, Mary E. Kamph (s).
1138 **Toledo, OH**—Anthony E. Yutzy, Edward Schlosser, Walter Kuenzler.
1147 **Roseville, CA**—Raymond L. Dyer, William A. Gude.
1149 **San Francisco, CA**—Charles Thomas.
1172 **Billings, MT**—John E. Stevens.
1178 **Halifax, NS**—Gordon R. Stone.
1184 **Seattle, WA**—Irving Inglebritson, Laurence Henry Hughes, Oscar Erickson, Ruth Alsop (s), Toivo John Leppanen.
1185 **Chicago, IL**—Joseph E. Fredrick, Nicholas P. Licke.
1205 **Indio, CA**—Albert S. Olsen.
1207 **Charleston, WV**—John D. Moles.
1222 **Medford, NY**—Ivan Bugsiy.
1235 **Modesto, CA**—Helen Geraldine Johnson (s).
1237 **Dawson Crk., BC, CAN**—Robert Stephen Pomeranski.
1243 **Fairbanks, AK**—Joseph Edward Cleaver.
1256 **Sarnia, Ont., CAN**—John Francis Cannon.
1274 **Decatur, AL**—John T. Boothe, William R. Wade.
1278 **Gainesville, FL**—James M. Tucker.
1280 **Mountain View, CA**—Calvin D. Clark, Celeste N. Milsap (s), James D. Kelley, Joseph P. Firebaugh.
1281 **Anchorage, AK**—David M. Gebhardt.
1292 **Huntington, NY**—Alfred Umbers.
1305 **Fall River, MA**—Napoleon Goulet, Roger L. Messier.
1307 **Evanston, IL**—Eric P. Bergstrom, Josephine Lubecke (s).
1323 **Monterey, CA**—Thomas J. Rankin.
1325 **Edmonton, Alta., CAN**—Alex N. Haraba, Harold E. Brandon.
1329 **Independence, MO**—Fred Holt.
1342 **Irvington, NJ**—Alexander Rosen, Andrew Olson, Bernadine Leivonen (s), Edward Majeski, Frank Apgar, Luis Alonso, Vincent D. Benenati.
1353 **Sante Fe, NM**—Rogerio Portillo.
1363 **Oshkosh, WI**—Amelia Hanneman (s), Anna Jean Schertz (s), Herman August Salzsieder, Johanna Buetow (s).
1373 **Flint, MI**—Clair Carnahan.
1381 **Woodland, CA**—Betty Jean Russell (s), Velma C. Phipps (s).
1386 **Province of New Brunswick**—Otty Earl Thorne.
1393 **Toledo, OH**—August Liedel.
1396 **Golden, CO**—Clement Art Gapter.

Local Union, City

1407 **San Pedro, CA**—Charles G. Olsen.
1408 **Redwood City, CA**—Cecelia Anna Gooldrup (s).
1418 **Lodi, CA**—Ted Stephens, Tennie Henderson Powers.
1423 **Corpus Christie, TX**—Billy James Jenkins.
1449 **Lansing, MI**—Leslie Montague.
1452 **Detroit, MI**—William A. Durre.
1456 **New York, NY**—Arthur Hecht, Gunvor Waardal (s), Ludvik Mathisen, Marie Floberg (s), William H. Donovan.
1462 **Bucks County, PA**—Fred W. Hess, Harold Pattengill.
1469 **Charlotte, NC**—Coy Furman Runion.
1485 **La Porte, IN**—Arla R. Myers (s), Nora Grott (s).
1486 **Auburn CA**—Loxie B. Herron.
1495 **Chiod, CA**—Charles Milton Croman.
1506 **Los Angeles, CA**—Arna Kauserud (s), David Berden, Lee A. Tonnies, Wallace H. Shaffer.
1529 **Kansas City, KS**—Charles A. Selig Jr., Eleanor Louise Bradley (s).
1536 **New York, NY**—Arthur Carl Haist.
1544 **Nashville, TN**—Gertie Cole Noles (s).
1545 **Wilmington, DE**—Robert G. Hoffecker.
1590 **Washington, D.C.**—Annie Vigeland (s), Horace J. Wright, Rudolph C. Pfefferle, Travers M. Dobyns Sr., Walter E. Johnson.
1592 **Sarnia, Ont., CAN**—Clifford Rice, Marion L. Stafford (s).
1595 **Montgomery County, PA**—Jacob R. Rawn.
1596 **St. Louis, MS**—Carl Borbein, Francis T. Bayliss, Otto C. Molkenbur.
1598 **Victoria B.C., CAN**—Elva May Finlan (s), Slavko Meglic.
1607 **Los Angeles, CA**—Karl W. Haag.
1622 **Hayward, CA**—Mattie Lewallen (s).
1631 **Washington, D.C.**—Lillian Ashcraft (s).
1635 **Kansas City, MO**—Ralph E. Doane.
1644 **Minneapolis, MN**—Oscar W. Carlson.
1650 **Lexington, KY**—Frank T. Nelson, Rollie L. Bishop.
1665 **Alexandria, VA**—Cecil R. Heflin, Ren N. Slusher.
1669 **Ft. William, Ont., CAN**—Emile Albert, John Turuba.
1683 **El Dorado, AR**—Brainerd Belvin McAvoy.
1688 **Manchester, NH**—Keith D. Gunther.
1689 **Tacoma, WA**—Joseph Caruso, Robert Rhone.
1699 **Pasco, WA**—Marshall R. Winslow.
1715 **Vancouver, WA**—Theodore M. Pope.
1746 **Portland, OR**—Fred Knaub, Orville M. Loveland.
1759 **Pittsburgh, PA**—Grace Bissontz (s).
1764 **Marion, VA**—Clarence A. Farmer.
1765 **Orlando, FL**—Charles F. Masters, David R. Milligan, Frank Luddeni.
1778 **Columbia, SC**—Thomas J. Horton.
1780 **Las Vegas, NV**—John Franklin Rambo.
1797 **Renton, WA**—Matilda Jane Browning (s).
1811 **Monroe, LA**—Ellis Edward Hill.
1815 **Santa Ana, CA**—Bessie Mae Elder (s), Clyde M. Fisher, William Harvey Enloe.
1823 **Philadelphia, PA**—Laura May Lorah (s).
1835 **Waterloo, IA**—Kenneth Hoppe.
1837 **Babylon, NY**—Fred A. Zimmerman.
1845 **Snoqualmie, WA**—Helen J. Erland (s).
1846 **New Orleans, LA**—Henry Patrick Honoree, St. Jacques Armit, William S. Salley.

Local Union, City

1849 **Pasco, WA**—Edmund C. Meek.
1856 **Philadelphia, PA**—Elmer L. Dallas
1906 **Philadelphia, PA**—Andrew Bianco Sr.
1911 **Beckley, WV**—George E. Markland, Hubert Lee Dolin.
1964 **Vicksburg, MS**—Lee Collins.
1971 **Temple, TX**—Albert F. Kirby.
1988 **Smith Fall, Ont., CAN**—Gerald J. Sicard.
2006 **Los Gatos, CA**—Arnold R. Buller, Earl Tanner.
2012 **Seaford, DE**—David William Kolb, William C. Beiser.
2037 **Adrian, MI**—J. Gordon Johnson, Leland S. McMunn.
2046 **Martinez, CA**—Buster C. Warren, Frank L. Zbacnik, John Comly Hampton, Ronald Allen Blankenship.
2119 **St. Louis, MO**—Elizabeth Irjud (s).
2130 **Hillsboro, OR**—David M. Anders Sr.
2155 **New York, NY**—Willy Scherf.
2158 **Rock Island, IL**—John O. Smith.
2172 **Santa Ana, CA**—Dixon Wilkinson, Harold L. Jurries, James Williams.
2264 **Pittsburgh, PA**—John L. McDermitt.
2265 **Detroit, MI**—Wilton Taylor Sale.
2274 **Pittsburgh, PA**—William J. Henderson, William M. Hineman.
2283 **West Bend, WI**—Ervin J. Grossbier.
2287 **New York, NY**—Ramon Reyes.
2288 **Los Angeles, CA**—James Edward Harper, Leland E. Anson.
2308 **Fullerton, CA**—Armando R. Perez.
2309 **Toronto, Ont., CAN**—Robert Wilson.
2375 **Los Angeles, CA**—Hutchison M. Horton.
2396 **Seattle, WA**—George G. Clary.
2398 **El Cajon, CA**—Norman F. Schroeder.
2405 **Kalispell, MT**—Roscoe Conklin Wilson.
2484 **Orange, TX**—Doye David Hammers.
2554 **Lebanon, OR**—Edna B. Rose (s), Harold M. Reynolds, Homer Edwin Mitsch.
2564 **Grand Fall, NFL., CAN**—Catherine Walsh (s), Leonard Penton.
2601 **Lafayette, IN**—Laura Ella Reynolds, William E. Mounts (s).
2608 **Redding, CA**—Stuart R. Calkins.
2633 **Tacoma, WA**—Francis S. Foote, Laverne Carter.
2736 **N. W. Minst., B.C., CAN**—Egon G. Press, Raymond McKay.
2761 **McCleary, WA**—Patricia A. Murrin.
2805 **Klickitat, WA**—Emmitt L. Monroe.
2812 **Missoula, MT**—Martha Flink (s), Steven F. Flink.
2816 **Emmett, IO**—Anderson Johnson.
2819 **New York, NY**—Jethro Miree, William Sutton.
2834 **Denver, CO**—Charles C. Breuch.
2902 **Burns, OR**—Loran H. Allen.
2942 **Albany, OR**—Cloyd P. Robinson.
2949 **Roseburg, OR**—George Larson, John B. White.
3091 **Vaughn, OR**—Oscar Wildes Noble.
3099 **Aberdeen, WA**—Wilbur C. Booth.
3148 **Memphis, TN**—Tennie Meeks Wilbanks (s).
3161 **Maywood, CA**—Mildred Traylor (s), Raymond D. Garcia, T. J. Thompson.
9042 **Los Angeles, CA**—Laura Alphonsis Hobbs (s).

Public approval

Continued from Page 18

older group, with 58% positive and 26% negative.

Unions were most popular among blacks, with an approval rate of 74% and a disapproval rate of 11%. This was followed by Hispanics at 71% approval and 15% disapproval and whites at 60% approval and 26% disapproval.

Among income groups, those earning $40,000 to $50,000 a year had the highest approval rate of unions, 66%. The highest disapproval rate, 37%, was among those with incomes exceeding $50,000.

Regarding political affiliation, 71% of Democrats approved of unions and 17% disapproved while among Republicans the ratio was 50% for and 38% against.

Regionally, the highest approval rating was in the East, 65%, followed by the West, 63%, the Midwest, 60% and the South, 58%.

As for the "Union Yes" ad campaign, which ran in May and June and resumed during television coverage of the Olympics, Kirkland said a Gallup survey showed that 39% of American adults recalled a major element from it and that 64% of those who saw the ads could recite a substantive message.

"That means that about 45 million people can recall messages from the campaign such as 'unions are good for America' or 'unions help ensure fair treatment on the job,' " Kirkland said.

Kirkland said the other survey of "Union Yes," by Market Facts, was conducted just before and after the spots were aired. The survey showed "there have been significant shifts in attitude held by respondents, with an even greater positive shift in the attitudes of the target group aged 25 to 44," he said.

●

Attend your local union meetings regularly. Be an active member of the United Brotherhood of Carpenters and Joiners of America.

REGISTER/VOTE

Hungry baby shows one vote counts!

In Fairfax County, Va., a hungry baby cost Republican William Moss a one-vote defeat for the state house of delegates. That's how he explains his 16,410 to 16,409 loss. Moss says he was at a precinct polling place at 6:15 p.m. on election day, 45 minutes before polls closed, when he met a couple with a baby coming to vote. The couple told Moss they were going to vote for him. But when they saw the long line of people waiting to vote, the husband said they had to leave because "the baby has to be fed." Two fewer votes and a one-vote defeat.

One vote counts!

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A lightweight carpenter's apron, a tool bag and a tool holder line were introduced last month at the National Hardware Show in Chicago. The new products are made of DuPont Cordura Plus nylon, and they are manufactured by McGuire-Nicholas, America's leading tool-holder manufacturer.

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For more information contact: Ann Pearlman, McGuire-Nicholas, 2331 Tubeway Ave., Commerce, Calif. 90040 or telephone: 213/722-6961.

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For more information contact Herbert M. Straub, President, Vinyl Moldings, Inc., 1641 E. Florida, Springfield, MO 65803 or call 1-800-535-4556.

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ANTIQUE TOOL GUIDE

Ronald Barlow of El Cajon, Calif., has produced an invaluable book for the collector of antique tools. Called *The Antique Tool Collector's Guide to Value*, the 230-page volume has more than 2,000 illustrations and lists current prices for every kind of old tool from adzes to wrenches, more than 5,000 items in all. The book also describes tool auctions and tells where they are held. Barlow says he has 20,000 copies of the book for $14.00 each postpaid from: Windmill Publishing Co., 2147 Windmill View Road, El Cajon, Calif. 92020.

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Why the union urges you to vote Dukakis-Bentsen

The U.S. general elections present many real and many phony issues to the voters

One thing's for sure: The race for the presidency of the United States every four years is becoming an endurance contest . . . for the candidates and for the people. Fortunately, in a few weeks it will all be over.

The major political parties began laying plans for their 1988 campaigns almost four years ago, soon after Ronald Reagan took office for his second term. Fifteen months ago, labor unions, through the *Carpenter* magazine and other union publications, began publishing the answers of the 14 declared Republican and Democratic candidates to five key questions presented to them by the labor federation. The primaries, meanwhile, kept the candidates running from city to city and state to state, ever since the Iowa caucuses, many months ago. If the American political system does nothing else, it tests the physical strength of the candidates and the ability of the voters to concentrate on the real issues the candidates present, day after day and month after month.

I sincerely hope that this overexposure of the candidates and the issues does not work against the system, turning so many voters off that they don't go to the polls on Nov. 8. It is extremely vital to our democratic form of government that the will of the people—all the people—is expressed on election day.

The true issues and the phony issues represented by the major candidates on the ballots are becoming increasingly clear, and voters must let reason, and not emotions and charisma, take hold. Both presidential candidates are patriots and both pledge allegiance to the flag. That was a phony issue a few weeks ago. Both men have served in the military. As for their running mates, Quayle served his time in the national guard and Bentsen flew bombers in World War II. What that tells us about either man's ability to succeed to the presidency is questionable.

Bush has called attention to the environmental problems of Boston Bay, suggesting that Dukakis cannot take appropriate corrective action in his own state, much less across the nation. On the other side of the coin, the Reagan administration of which George Bush is a part has done little to clean up the hazardous waste accumulated in many areas.

What, then, are some of the *real issues* facing the nation, and which candidates will best solve them?

The rich getting richer and the poor getting poorer. The Republicans are telling the voters that the American people never had it so good. The Democrats, meanwhile, tell us that the rich are getting richer and the poor are getting poorer.

It should be obvious to most Americans that it takes two breadwinners in most households today to earn what one breadwinner could once supply. The divorce rate being what it is, there are countless single-parent households just getting by with food stamps and welfare. The Reagan-Bush speechwriters try to tell us that this all started with Jimmy Carter. If this is so, how come average household incomes have not improved in eight years of GOP administration?

The homeless have become tragic symbols of the nation's housing problem today. A great majority of the people living on the streets are the mentally ill and alcoholics who should be provided for and rehabilitated through well-maintained institutions. The Republican administration has been able to do nothing to relieve this situation.

About two years ago, the White House sought to eliminate the Federal Housing Administration, even though the FHA has been a major agency for housing middle and low income Americans since the days of the New Deal. It didn't succeed in that effort. The mortgage bankers, meanwhile, are getting top dollar in home loans.

How many of our young couples today have enough money saved to become home buyers. I need not tell our members that many young adults are still living with their parents, because they can't afford to move out on their own.

More taxes or no taxes. The Republicans and Bush and Quayle are constantly trying to convince the voters that, if elected, they will not raise taxes. "No more taxes" has been a rallying cry of the wealthy ever since the federal income tax law was passed early in this century. Many wealthy people have tried to abolish Social Security and its tax structure ever since it was enacted into law in the 1930s.

There's no need for increased taxes, we are told, because productivity will provide additional revenue. That idea, unfortunately, hasn't produced results. Although the Reagan-Bush camp *did raise taxes* during the past eight years, it called it "revenue enhancement," and, thereby, it was able to fool some of the people some of the time. The Democrats, labor believes, will take a more realistic approach to taxation. For one thing, they may not add more taxes for middle and low income taxpayers, but they would probably balance the tax burden by increasing the taxes on wealthy individuals and large corporations, which sometimes pay no taxes at all.

The federal budget and the federal deficit. Since the Reagan-Bush forces moved into Washington eight years ago, the United States has become a debtor nation for the first time in recent history. This is a fact which the GOP cannot dispute. While the largely-deregulated banks have advanced questionable loans to third-world countries, Uncle Sam has been forced to go to Japanese, Arabian and West European financial institutions to obtain the necessary funds to keep the federal government operating. Meanwhile, all that American taxpayers have been able to do is pay the mounting interest on the national debt.

The Democrats are quick to point out that, unless financial remedies are taken, our children and our grandchildren will have to pay the multi-billion-dollar indebtedness incurred in this generation. And foreign lenders won't write off such indebtedness, as American banks have written off much of the indebtedness of third-world countries.

For most of the past eight years, the Republicans have called for a balanced federal budget and for a constitutional amendment to bring this about. This will continue to be a political fantasy, until Republicans and Democrats alike take hold of the problem and quit playing political football at the expense of the future.

Will Michael Dukakis, Lloyd Bentsen and the Democrats do a better job than Bush, Quayle and the Republicans in tackling the budget deficit and the national debt? There's no guarantee, but we know this: We know there was no huge national debt until the Republican-backed Reagan administration began spending money wildly on defense projects at the expense of domestic needs.

We will grant you that the Reagan administration's defense buildup may have brought the Soviets to the present detente, but who is to say that this would not have happened anyway, no matter which political party occupied the White House? It appears to most American analysts that the present detente with the Soviets is due to the fact that the communist system in Russia is finally showing its many faults and that a relatively enlightened Communist party secretary has come to power who actually wants to correct the many errors of his predecessors.

Labor believes that domestic problems cannot be overlooked in decisions regarding the federal budget. It believes in the basic tenet that purchasing power must be widely spread among the people if the wheels of industry are to turn and jobs are to be created. Today, the federal government does not have the funds needed to support state unemployment compensation efforts. It has stood by and watched jobs go overseas, and it has slapped a few foreign wrists in its efforts to achieve *voluntary cutbacks* in foreign goods dumped on the U.S. market. Perhaps it is time to let the Democrats tackle the problems of trade deficits. With many U.S. steel mills shut down and rusting, with the U.S. textile industry mostly overseas, the Democrats can do no worse.

Other issues before the voters. The need for better and higher education for our young people and the need for retraining of workers displaced by plant closures and layoffs are problems which both major political parties recognize. The Reagan-Bush administration has made a start at toughening up the school system. It has called for a return to the three R's, and for making such courses as history, geography, science and math compulsory, but it has not yet made a strong case for improving the lot of teachers so that schools can attract the best educators available to teach these basic subjects. And it certainly has not been able to do anything to relieve the high cost of higher education. Students in most U.S. colleges today have to be the sons and daughters of millionaires to attend many of the nation's top colleges, even though many potential poor students may be the most talented.

Health care and the needs of an aging population are two more unresolved problems for the final years of the 20th century. As private and stockholder-owned corporations have taken over more and more hospitals and health-delivery institutions during the 1980s, health care costs have risen. The nursing shortage has increased, because nurses get little pay. The big money in the system goes to doctors and the shareholders. These are the problems to be tackled by the next president.

In summary. Labor is not so naive as to believe that Michael Dukakis and Lloyd Bentsen have all the answers to these problems. It does not believe that the Democrats alone can correct the nation's ailments. It is endorsing many Republican candidates for Congress in state and local offices.

But it does believe that, of the candidates presented to the voters by both parties, Dukakis and Bentsen more closely represent the will of the working men and women of the nation—that vast majority of taxpaying consumers which is the pulse of our democracy.

If Massachusett Gov. Dukakis is elected president, the fortunes of organized labor will rebound significantly from the last eight years, say labor leaders in his home state, according to a recent study by the Bureau of National Affairs in Washington.

"The governor has shown a refreshing willingness to really listen to the views of workers," says the BNA survey.

For these and other reasons, the union has cast its lot with Dukakis and Bentsen in 1988, and it urges you to vote on Nov. 8.

Sigurd Lucassen

SIGURD LUCASSEN
General President

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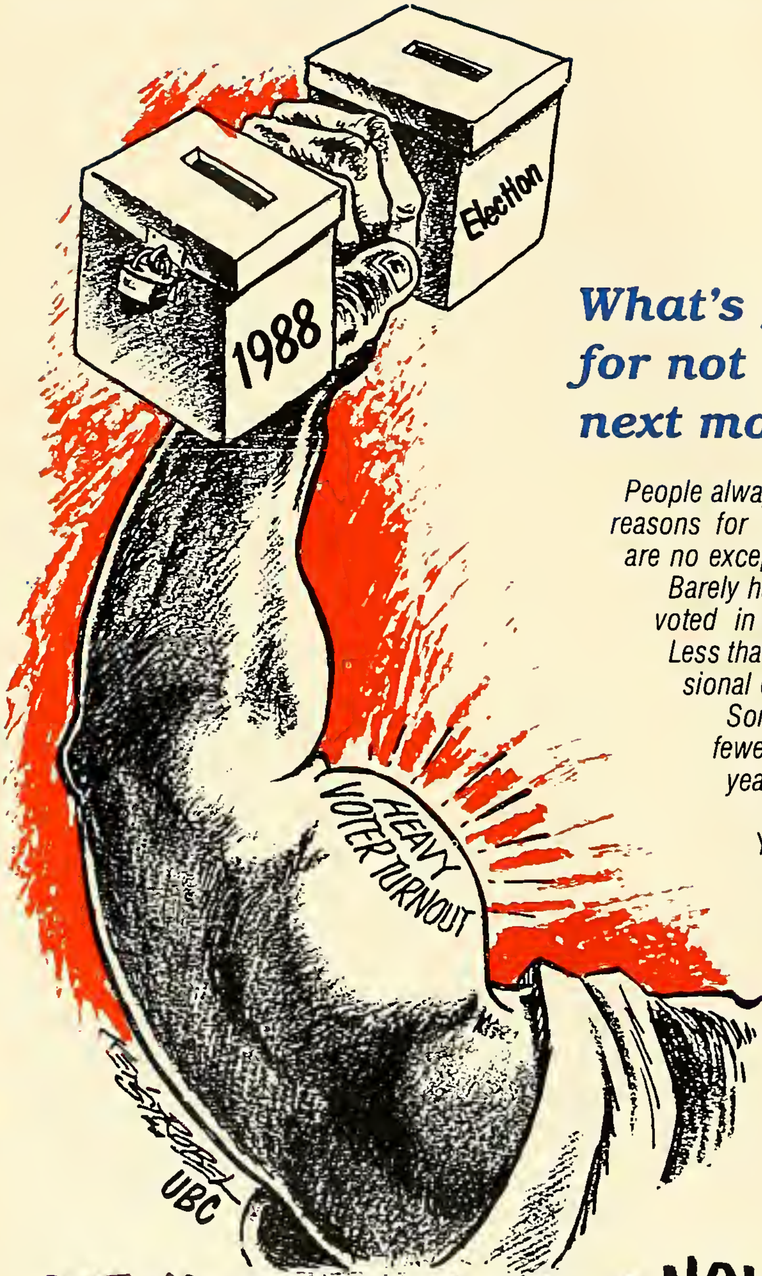


What's your excuse for not voting, next month?

People always seem to have some half-baked reasons for not voting, and union members are no exception.

Barely half (53%) of all eligible Americans voted in the 1984 Presidential election. Less than half (47%) voted in the Congressional elections, two years later.

Some projections show that even fewer are expected at the polls, this year.

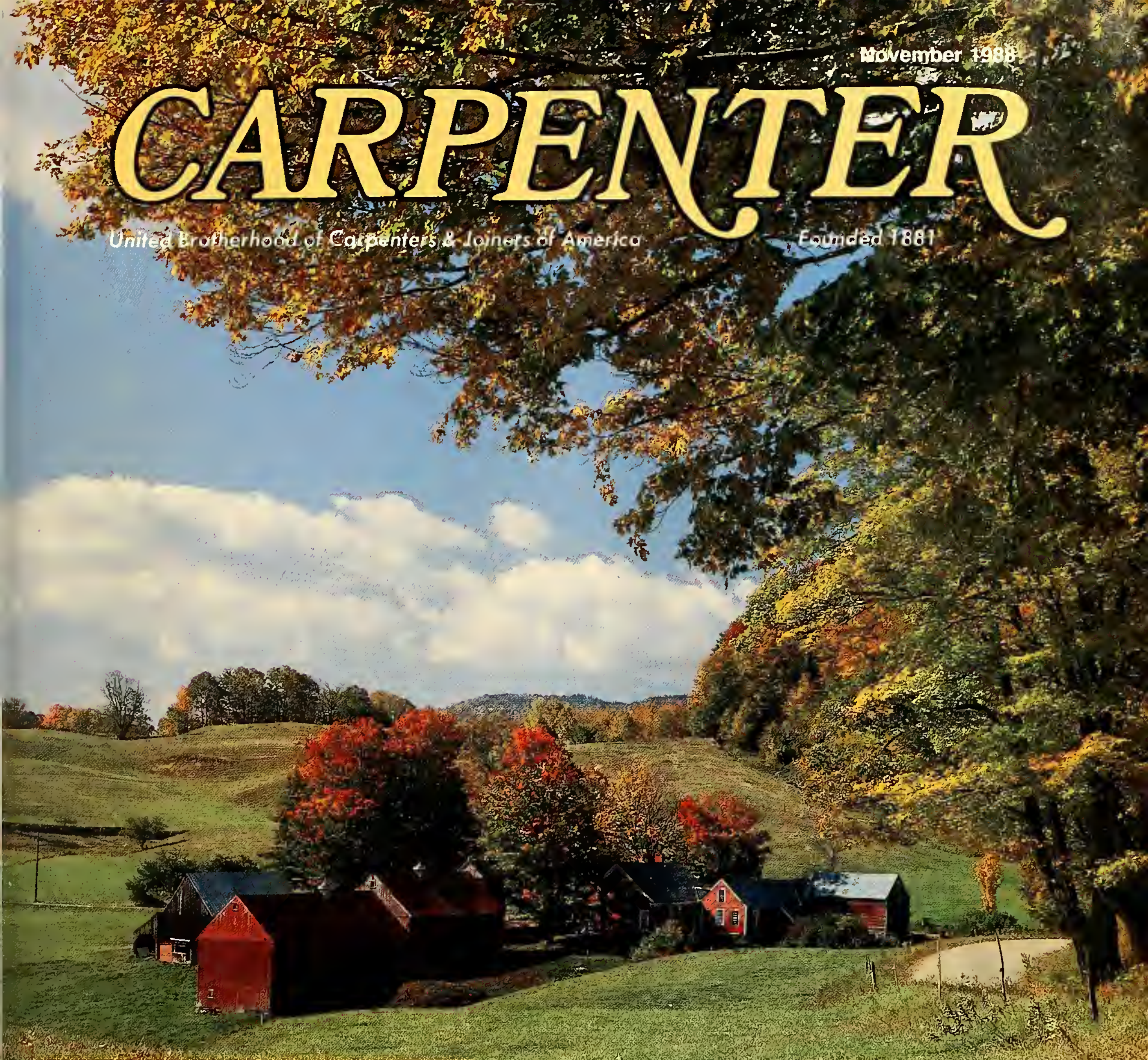
Don't make excuses this time. Your pledge of allegiance to the United States of America and the republic for which it stands means little, if you don't exercise your right to vote on Nov. 8.

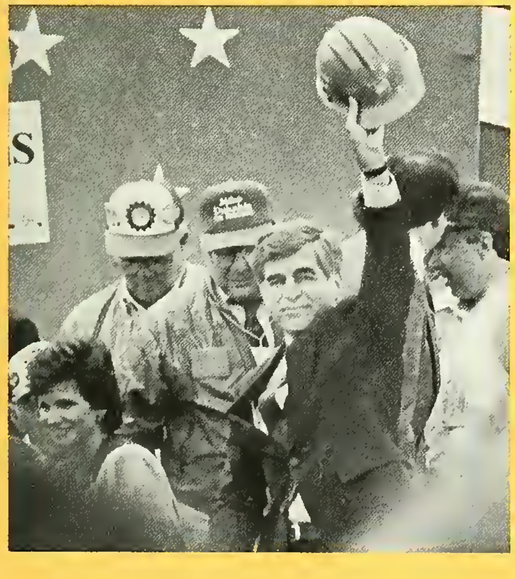
November 1988

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881





DUKAKIS/BENTSEN

November 8

Why working men and women must beat the election odds.

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CARPENTER

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VOLUME 108 No. 11 NOVEMBER 1988

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

In Tin Pan Alley a songwriter wrote about how the "leaves of brown come tumbling down" in a sad September rain.

But up in New England those same falling leaves are pure gold. Fall foliage is as welcome as winter snow there. Both attract visitors by the thousands.

Railroads and bus companies offer special excursions to see the color. Communities time special events ranging from county fairs to sports car rallies to coincide with the period of fall foliage.

But autumn's glory has an esthetic as well as material meaning to New Englanders. One man ran a country store and post office in a Vermont village for 40 years without a vacation, but he managed to slip out to enjoy the fall color.

The appeal isn't limited to New England. Fall color is a major attraction in hardwood forests from Nova Scotia to Tennessee, in Colorado's Rockies, and Arkansas' Ozarks. The brilliant autumn leaves of North America are unmatched.

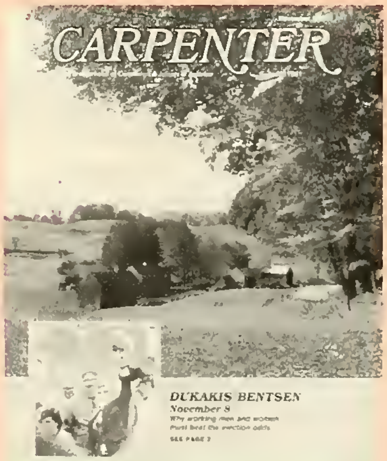
In Europe, Asia, and the southern hemisphere, the climates tend to be too damp or too dry, temperatures too hot or too cold, or evergreens too predominant, for a generally colorful autumn.

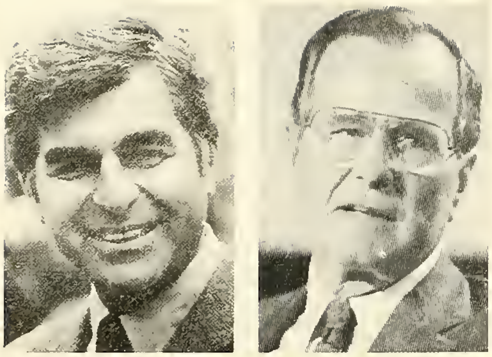
North American hardwood forests, however, have all the essentials for a magnificent display. The forests support a great variety of deciduous trees, species whose broad leaves turn color and drop in autumn.

Fall weather also brings a general election in the United States, and, this year, an election in Canada as well. The man with trade union support for the presidency of the United States graces the lower part of our November cover.

—Autumn scene in Vermont by James Blank. Picture of Dukakis from the Detroit Building Tradesman.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





DUKAKIS vs. BUSH:

■ It's a general election year in the United States, and on Nov. 8 the voters will decide the direction of the federal government for the next four years. The voters have been bombarded with political promises, and the candidates and the political parties have stated their views over and over again.

The Republicans say Americans have never had it so good. They talk about a booming economy and low unemployment, but when you look closely at the numbers, you see an economy booming for some people but dragging for many others.

We've assembled official reports from several sources, this month, so you can see for yourself where the boom and the bust are, as you go to the polls. ■

The Dukakis-Bentsen ticket offers more family protections

In an America that has seen a steady increase in three- and four-generation families, Social Security is by far the best family protection program there is.

Yet it takes constant vigilance on the part of working people, the retired and the soon to be retired to protect Social Security and Medicare. Baby boomers especially should be alert because the reserves now building up will take care of their retirement in the early decades of the next century.

Unless. Unless those conservatives and big business leaders hostile to government succeed in getting at the Social Security program and trust funds to reduce the federal deficit and spare them their share of the burden. Such a campaign to split the generations and get at the Social Security reserves has been under way for several years.

Republican candidate George Bush is their best bet to tamper with the Social Security system. Democratic candidate Michael Dukakis has pledged to defend Social Security against any cuts.

The best guidance on this issue comes from the people who should know best—the elderly.

"Seniors for Dukakis," a new group formed for the 1988 presidential campaign, compared the candidates, and Social Security stands out as a major difference between them.

This is the "Seniors for Dukakis" rap against Bush:

- **On May 9, 1985, the Senate was deadlocked at 49 to 49 when George Bush, in his role as presiding officer of the Senate, cast the tie-breaking vote to wipe out the Social Security 1986 cost-of-living adjustment (COLA).**
- **In 1985, Bush backed a plan to close more than 700 Social Security offices around the nation which provide vital services and assistance to millions of Americans.**
- **As Vice President in 1981, Bush supported an Administration budget calling for $200 billion in Social Security cuts over eight years.**
- **In every year since 1981, Bush supported Administration efforts to dismantle Medicare by turning it over to private companies and by steadily increasing the elderly's share of Medicare costs.**

In sharp contrast, the seniors noted, is Dukakis' record:

- **In 1985, Gov. Dukakis pushed through legislation requiring all Massachusetts physicians to accept Medicare rates as full payment, thus stopping the overcharging of the elderly.**
- **In 1988, the Massachusetts legislature enacted another historic program championed by Gov. Dukakis—the "universal access" to basic health care benefits, making that state the only one in the nation guaranteeing health insurance for everyone.**
- **Under Dukakis, Massachusetts leads the nation in home care services, with the network of services for the homebound serving as a model for other states.**
- **Dukakis has clear positions, saying that as president he would accept no cuts in Social Security. Also, he favors a federal law guaranteeing basic health care for all Americans. He also would promote a comprehensive solution to the long-term health care crisis, including adoption of Rep. Claude Pepper's bill to provide long-term care at home under Medicare.**

Pepper, the elderly's spokesman in Congress, helped to kick off the "Seniors for Dukakis" campaign in feisty fashion, declaring: "As Al Smith used to say 'Let's look at the record.' And that record says Mike Dukakis and Lloyd Bentsen are friends of senior citizens and George Bush and Dan Quayle are not."

Pepper went over Bush's record, saying that when Congress made good "on the dream of John Kennedy" and established Medicare in 1965, Bush called it "socialized medicine." Pepper also said that Quayle voted 13 times against Social Security.

"If George Bush says he won't cut Social Security, don't believe him," Pepper declared.

The doubts about Bush are widespread, perhaps fed by his performance during the first TV debate, when he displayed a lack of knowledge on issues confronting the nation.

Even conservative columnist George Will was frightened by Bush. "The basic and alarming problem is that Bush's chaotic mind seems to be a consequence of a lack of public purpose," Will wrote after the debate. Will said Bush's only purpose is to be president, the next rung up the ladder, whereas others seek the office to do something. Will criticized Dukakis as being less than candid; however, one could argue that a candidate who openly calls for full employment and health insurance for all is putting his cards on the table.

here's a big difference for U.S. voters

Workers' real earnings plunge; CPI rise led by food and gasoline

Workers' average weekly earnings plunged 1.3% in August as consumer prices rose 0.4%; average weekly hours dropped 0.9% and hourly earnings remained the same, the Labor Dept. reported.

Real earnings from August 1987 through August 1988 declined by 1.2%, the department said.

August's 0.4% rise in the Consumer Price Index (CPI), which translates into an annual inflation rate of 5.2%, resulted mostly from higher costs for food, shelter and gasoline.

Grocery store food prices, which jumped a record 1.4% in July, rose 0.8% in August. In both months, the rise was due mainly "to price increases for items that were adversely affected by the drought—fruits and vegetables, cereal and bakery products, poultry and eggs," the department said.

The CPI's transportation component rose 0.9%. More than half the increase resulted from a 3.0% rise in gasoline prices, the largest increase in a year. Automobile purchase, financing and insurance costs also increased.

Clothing costs fell 1.6% and have declined 2.6% in the June-August period after rising 3.8% in the first five months of the year. The recent declines resulted largely from greater than usual end-of-season price reductions in women's clothing.

Medical costs increased 0.4% in August to a level 6.6% above a year earlier. Housing costs increased 0.3%, the same pace as in each of the previous six months.

The CPI's index for other goods and services rose a sharp 1.1% and has risen at a 9.2% annual rate so far this year. A 2.2% increase in the cost of tuition and other school fees accounted for most of the August increase.

A market basket of goods and services which cost $10 in the 1982–84 base period, cost $11.90 in August. (PAI)

Housing construction declines, apartment starts in recession

Housing starts fell 3.3% in August to an annual rate of 1.4 million units as a sharp decline in apartment construction outweighed a small gain in the building of single-family homes, the Commerce Dept. reported.

Apartment starts dropped 16.9% to a seasonally adjusted annual rate of 350,000. **This is the lowest level since June 1982, when the economy was mired in the deepest recession since World War II.**

Single-family home starts edged up 2.1% in August to a seasonally adjusted annual rate of nearly 1.1 million.

For the first eight months of 1988, residential construction has been running 9.9% below the level during the same period last year. Single-family construction is lagging by 6.7% and apartment construction trails by 17.6%.

August's overall annual rate of 1.4 million starts compares to the 2.0 million new housing units needed each year to provide for new households and replace old housing stock, according to labor economists.

Regionally, August housing starts tumbled 20.7% in the Northeast and 17.2% in the Midwest. But starts rose 14.3% in the West and inched up 0.4% in the South.

Building permits, a barometer of future housing activity, edged up 1.9% in August to more than 1.4 million units after falling 4.9% in July. (PAI)

Millions are 'too poor to be sick' says public health association

The American Public Health Association's new book, "Too Poor to be Sick," addresses the growing national crisis of health care for the uninsured. The publication addresses the facts of this alarming problem, raises questions and suggests solutions.

APHA estimates that upwards of 37 million Americans are currently without medical insurance, including pregnant women, children and the chronically ill. More than half the uninsured are employed adults, many of whom work for small nonunion companies that do not provide health insurance. Low wages and rising medical costs create a potentially disastrous situation for the uninsured.

"Americans may disagree on specific solutions," author Patricia A. Butler says, "but we must begin the discussion . . . We must reach a political consensus on the basic principle that access to medical care is a national problem that compels a national solution." (PAI)

States have inadequate reserves to pay benefits to the unemployed

The General Accounting Office reported that states do not have sufficient reserves to pay benefits to unemployed workers in a future recession and would have to borrow billions from the federal government. At the same time, fewer workers will be eligible for benefits because of tougher requirements.

"The average proportion of unemployed receiving benefits during the 1980s has fallen by about 30% since the 1950s," the GAO report found. In addition, 44 states have taken action to reduce workers' eligibility for benefits, the GAO noted.

Many states have tightly restricted eligibility for benefits, the GAO reported, because they carry a burden of debt to the government for loans of $11.8 billion during the 1981–82 recession. At that time, states were forced to borrow federal funds to pay benefits to millions of workers who found themselves jobless.

The GAO urged Congress to help states restore reserves and ease the burden of repayment. It noted that the country faces "greater tax increases in the regions that have experienced the least favorable economic conditions" and that workers are faced with diminishing benefits.

For all of 1987, only 29% of the unemployed received benefits, the GAO reported. "The decline in the proportion of the unemployed receiving benefits suggests a reduction in the system's effectiveness in stabilizing the economy—and in mitigating the effects of income loss suffered by the unemployed," the study said.

AFL-CIO compensation specialist James Ellenberger commented that in the past few years, states have required people "to work longer and earn more" to qualify for unemployment insurance. Furthermore, disqualification changes have made it easier for employers to contest claims and for state agencies to avoid paying claimants their unemployment benefits, Ellenberger said.

The Labor Dept. recommends that states carry at least 18 months of benefits. The unemployment insurance system has just five months of reserves, which translates into $19.4 billion, the GAO said.

Who's tough on crime and drugs? George Bush or Michael Dukakis?

George Bush has taken up the old refrain, popularized by Richard Nixon, that the Republicans are tough on crime in contrast to the Democrats.

This election year, Bush and the GOP also are trying to use the nation's very serious and complex drug problem to political advantage by posturing as tough on drugs.

To brand Michael Dukakis as soft on crime, the Bush campaign points to a prison furlough program in Massachusetts which allows certain convicts out of jail for short periods, such as weekends.

What Bush doesn't say is that the furlough program was adopted under a previous Massachusetts governor, Republican Frank Sargent. Neither does he mention that Dukakis supported a successful effort to tighten the program after some inmates committed crimes while on furlough.

Many states have furlough programs, including California under then-Gov. Ronald Reagan. In fact, the Reagan Administration oversees a federal furlough program that has put some 15,000 prisoners on the streets, including about 7,000 drug offenders.

While crime increased nationwide, the Dukakis Administration in Massachusetts since 1982 cut crime by 13%, to the second lowest rate in the country. The homicide rate there is now half the national average.

Under Dukakis' governorship, the number of state and local law enforcement personnel was boosted by 20%. Dukakis also set up a Violent Crime Fugitive Arrest Squad, a crack team of police officers which has caught 600 fugitives so far.

The Democratic presidential candidate also fought for and won a victims' rights program. It levies penalties on convicted criminals, more than $4 million a year, to expand assistance to crime victims.

As for drugs, Gov. Dukakis has been tough on sellers and users. Since he took office in the Bay State, five times as many drug offenders are going to jail. The above facts were featured in a recent Auto Workers "Washington Report" newsletter.

Bush headed the White House's so-called war on drugs while the Administration was subsidizing Panama's notorious Gen. Noriega, and while top Bush aides and associates were allegedly running cocaine into the United States to finance an illegal Contra war against Nicaragua.

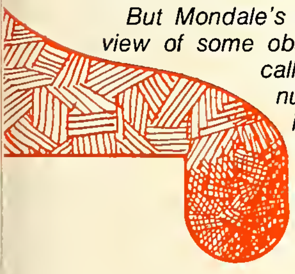
As for crime, Bush was reported to have defended, at the time, the Administration's attempt to ransom hostages from terrorists by giving weapons to Iran. (PAI)

THE REAL ISSUE:
not taxes, but whose taxes

George Bush vows that, if elected, he will "never, never, never" raise taxes. In another made-for-TV campaign snippet, Bush pledges, perhaps as a sly hedge, "no new taxes." Bush also has proposed a new round of tax cuts for the rich.

Mike Dukakis says a tax increase should be considered only as a last resort.

Both presidential candidates want to avoid the feared 1984 "Mondale mistake." Facing up to the huge and perilous federal deficits left by four years of Reaganomics, Mondale told the Democratic convention that taxes needed to be raised. Most Americans assumed he meant their taxes.



But Mondale's real mistake, in the view of some observers, was not in calling for higher revenues, but in not spelling out whose taxes he would seek to raise.

Had Mondale called for a reversal of the Reagan tax shift from corporations and the rich to middle and lower-income taxpayers, had he demanded an end to corporate tax avoidance and upper-income tax shelters, he might have turned the issue of taxes into a strong asset with voters.

The popularity of this kind of tax fairness was evident in 1986 when Congress brushed aside the powerful "loophole lobby" and enacted a tax reform which reversed the worst excesses of the 1981 tax giveaway to the corporate and individual rich.

By so doing, Congress repudiated the old "trickle-down" tax cuts for the rich, dressed up by Republicans as "supply-side" economics, which had failed miserably to produce either the promised investment boom or the promised balanced budget.

Trusting perhaps that memories are short, George Bush has revived trickle-down in his campaign. "We cut taxes in 1981 and it worked," Bush exclaimed recently, in proposing to cut the tax on capital gains—the profits made when such assets as stocks, bonds, homes, factories and businesses change hands. Bush also proposed additional tax breaks for the oil and gas industry.

Dukakis opposes these tax giveaways for the rich.

Whatever is said, or not said, during this campaign, the next President and the next Congress must face the problem of raising enough revenue to run the government, meet neglected social needs, and control a ballooning national debt which is putting the nation's future in hock.

While Bush proposes to backpeddle from the 1986 tax reform's move toward fairness, the labor-backed Citizens for Tax Justice (CTJ) proposes to build on the new foundation.

"Staying the course of reform points the way toward breaking out of the fiscal gridlock our nation now faces, without burdening middle and low-income families or businesses that are already paying their fair share," said CTJ Director Robert S. McIntyre, a leading architect of the 1986 reform. McIntyre proposes to:

- Close or narrow the remaining tax loopholes for the rich, including excessive depreciation write-offs still allowed for many types of business equipment, tax-free bonds, and tax breaks that encourage companies to move plants overseas. Eliminate the remaining tax breaks for defense contractors.
- Strengthen the "alternative minimum tax" on profitable corporations and wealthy individuals.
- Increase the top personal tax rate on the wealthiest 1% of the population.

A recent CTJ study, titled "The Corporate Tax Comeback," found that the tax reform trimmed many abuses but left others.

Among the 250 large corporations examined, the effective tax rate, on average, rose from only 15% in the pre-tax reform years to 22% in 1987. Many profitable corporations paid taxes in 1987 for the first time in many years, the study found.

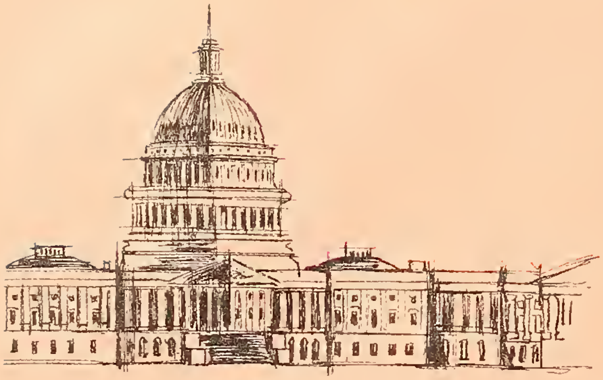
But 16 companies, including General Motors, IBM and Hewlett-Packard, paid no federal income tax at all in 1987, the CTJ said. Still, tax reform sharply narrowed the gap between the high-tax and the previously low or no-tax companies.

Further, results of the tax reform have refuted the supply-side, trickle-down argument. "Rising capital spending by money-making corporations has put the lie to the lobbyists and professional doomsayers who claimed that tax reform would squeeze corporate investment," McIntyre said. "Companies are getting back to the fundamentals, focusing on their products for a change, rather than on tax-avoidance schemes," he added.

When George Bush says that he will never raise taxes, "does he mean that General Motors should be permitted to avoid taxes on billions of dollars of profits in perpetuity?" McIntyre asks.

"Tax reform is working," McIntyre said. "But it can work better still. It's not only a question of fairness. It's also critical to the future economic well-being of our nation."

Washington Report



LOUSY JOB SELLING OVERSEAS

"We have done a lousy job of selling overseas, even though our housing is the best in the world," said Michael Sumichrast, senior economic advisor to the National Association of Homebuilders. Sumichrast and six other experts made their comments during a recent two-day building industry conference in Washington sponsored by the U.S. Departments of Commerce and Housing and Urban Development.

The building industry, formerly considered insulated from competitors due to complex building regulations on local levels, now faces increased competition from the Japanese and Scandinavians who have won over a number of American consumers with their high-quality building products, conference participants contended.

Currently, Sweden spends $150 million a year on housing research, and one Japanese firm spent over $100 million in one year, while the U.S. spent only $75 million a year, less than any other American industry or industrialized nation, a HUD report said.

Last year, the building industry trade balance sank to a $2.34 billion deficit from a $400 million surplus in 1982, HUD noted.

MINIMUM WAGE FILIBUSTERED

Senate Democrats were unable to get the 60 votes needed to break a Republican-backed filibuster on a bill which would have raised the $3.35 minimum wage to $3.75 in January, $4.15 in 1990 and $4.55 by 1991.

AFL-CIO President Lane Kirkland said that the Republican opposition demonstrated that GOP candidate George Bush "wasn't serious when he told Americans he wanted an increase in the minimum wage."

The bill by Massachusetts Democrat Sen. Edward Kennedy would have directly benefited some 15 million workers now paid less than $4.55 an hour.

INCOME GAP WIDENS

The nation made no progress against poverty in 1987 despite five years of economic recovery and lower unemployment, the Census Bureau reported.

Moreover, poverty among black and Hispanic Americans rose significantly last year. It declined modestly among whites.

The income gap between rich and poor families reached its widest point since the Census Bureau began collecting this data in 1947.

In addition, the income of the typical poor family fell further below the poverty line than at any time since the bureau began keeping track in 1959.

Some 32.5 million Americans, nearly one out of seven, fell below the government's poverty line in 1987, "not significantly different from 32.4 million in 1986," the bureau said. Last year's poverty rate was 13.5%, "not statistically different from its 1986 level of 13.6%," it said.

SWEATSHOPS FLOURISH

Sweatshops are flourishing, according to a recent survey conducted by the General Accounting Office of federal and state officials.

The survey, conducted at the request of Charles Schumer (D-N.Y.), found existing sweatshop conditions in 47 states and in the urban areas of a 48th state. Alaska and Hawaii were the only states without known sweatshops.

The restaurant, apparel and meat processing industries were the most frequent violators of federal and state worker protection standards. In those three industries, Hispanics and Asian immigrant workers were heavily represented.

Those interviewed said the sweatshop problem has either stayed the same or grown more severe in the past decade, and cited a lack of coordination among federal and state agencies and inadequate penalties as contributing to the problem.

TEACHERS' SALARIES

It looked like good news, but it wasn't good enough. Average teacher salaries rose by 62%, from $17,364 in 1981 to $28,085 in 1987–88, according to the American Federation of Teachers' annual salary survey released at the AFT's recent convention. However, after inflation the average teacher makes only $500 more than in 1972. AFT President Albert Shanker said, "Education reform efforts have started to raise salaries, but more is needed to attract and retain high quality teachers."

WOOD DUST STANDARD

Furniture Workers, Carpenters, Paperworkers and the Workers' Institute for Safety and Health were among those testifying at an Occupational Safety and Health Administration hearing on updating permissible exposure limits for workplace air contaminants. Issues raised were the establishment of a wood dust standard for those exposed to the occupational hazard and effects on workers.

Donahue sees bargaining as key to labor-management progress

Real labor-management cooperation can be gained only in the context of an on-going collective bargaining relationship, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the fourth National Labor-Management Conference.

The three-day conference, held biennially since 1982, was sponsored by the Federal Mediation and Conciliation Service, the U.S. Labor Dept. and the National Assoc. of Area Labor-Management Committees. Some 1,300 participants attended from business, labor, government and academia.

Donahue, a keynote speaker, said that employer schemes to direct "the flow of working people's loyalty, ideas and energy to corporate ends, while filtering out other considerations," have found that "search for a sanitary, one-way communications channel is a waste of time."

"Labor-management cooperation schemes, which have had as a goal the reduction of loyalty to the union or the substitution of the scheme for the union, have failed badly, and the field is littered with the bloated carcasses of 'cooperative schemes' invented and implemented as 'union avoidance' vehicles," Donahue said.

Instead, Donahue said, the "surest prescription for success" in labor-management cooperation is trust and the "mix of clearly stated positions of the parties, clearly stated goals, and a clearly understood approach to how the benefits will be shared."

The best system devised for establishing a system to improve efficiency and profitability and to solve problems is collective bargaining, Donahue said. "Those who see the bargaining table as a theater of conflict are mistaken. It is a forum for resolving conflict in ways that are just and fair to both sides."

Donahue said there are three basic criteria learned from corporations where labor-management cooperation "is real and is paying dividends." The first is that the cooperative program be "anchored" in a bargaining relationship "but moving beyond the forms of contract language."

The second requirement is a long-term commitment that builds trust as a basis for progress. The third is a "clear goal of improving work satisfaction, some hope or promise of improved job security, and some understanding about gain-sharing, either on a current or future negotiated basis."

"Workers need solid evidence that by helping to increase productivity, they are helping themselves, and not merely inflating management bonuses and golden parachutes," Donahue said. "And they need confidence that the productivity they create will not be used merely to displace them."

Bob Campbell, at the microphone, business representative of Local 3, Wheeling, W.Va., and Thomas Cerra, in background, also of Wheeling, discussed the success of BEST, their local labor-management program. BEST was one of several local and regional labor-management groups which have achieved industry progress and were described at the Washington conference.

Hungry baby shows one vote counts!

In Fairfax County, Va., a hungry baby cost Republican William Moss a one-vote defeat for the state house of delegates. That's how he explains his 16,410 to 16,409 loss. Moss says he was at a precinct polling place at 6:15 p.m. on election day, 45 minutes before polls closed, when he met a couple with a baby coming to vote. The couple told Moss they were going to vote for him. But when they saw the long line of people waiting to vote, the husband said they had to leave because "the baby has to be fed." Two fewer votes and a one-vote defeat.

One vote counts!

REGISTER/VOTE

M.B. BRYANT

Bryant retires in 8th District

M.B. "Bud" Bryant, general executive board member from the 8th District, which encompasses California, Nevada, Utah, Arizona, New Mexico and Hawaii, has submitted his resignation from his West Coast board position, effective Sept. 30, 1988.

Bryant has served on the UBC's general executive board since 1971.

He is a second-generation Brotherhood member. He and his late father, M.B. Sr., were both members of Local 586, Sacramento, Calif. The younger Bryant joined the UBC in 1946, following two years of service with the U.S. Air Force in the China-Burma-India Theatre during World War II. He attended Sacramento State College, taking night classes while working at the trade.

Bryant was born in Kansas City, Mo., in 1925. Soon after he became a UBC member in Sacramento, he was appointed to serve the 42 Northern California Counties of Carpenters and other UBC area and state groups. General President M.A. Hutcheson appointed him as a special representative in 1965. In 1966 he became a general representative, and he served in that capacity until his appointment to the general executive board in 1971.

For the past 17 years, Bryant has administered the work of his broad and busy district from offices in Sacramento, Calif. He was unanimously elected to the General Executive Board at the 1972 General Convention and every general convention thereafter. His successor has not yet been appointed.

L-P workers win union certification at Virginia

UBC Representatives Herbert Thomas and Larry Wyatt with 52 Louisiana-Pacific workers as they gathered for the National Labor Relations Board hearing in Bristol, Va. UBC leaders hope that the successful outcome of the NLRB hearing indicates that the tide is turning toward union recognition at L-P's many industrial sites.

L-P's settlement of related NLRB charges includes the following terms

WE WILL NOT *interrogate our employees concerning their or other employees' union activities.*

WE WILL NOT *make statements to our employees that create the impression of surveillance of their or other employees' union activities.*

WE WILL NOT *engage in surveillance of our employees' union activities.*

WE WILL NOT *threaten our employees that their signing of a union authorization card will be disclosed to the Company.*

WE WILL NOT *express to our employees the futility of selecting UBC Mid-Atlantic Industrial Council, United Brotherhood of Carpenters & Joiners of America, AFL-CIO, or any other labor organization, to represent them as their bargaining representative.*

WE WILL NOT *threaten our employees with plant closure and the subsequent reopening of the plant with all new employees if they join or support UBC Mid-Atlantic Industrial Council, United Brotherhood of Carpenters & Joiners of America, AFL-CIO or any other labor organization.*

WE WILL NOT *threaten our employees with discharge if they support a lawful strike.*

WE WILL NOT *threaten our employees with loss of their production bonus, insurance, or any other benefits if they choose to be represented by UBC Mid-Atlantic Industrial Council, United Brotherhood of Carpenters & Joiners of America, AFL-CIO or any other labor organization.*

WE WILL NOT *threaten our employees with the cancellation of orders for new equipment and the cessation of plans for new construction if they choose to be represented by UBC Mid-Atlantic Industrial Council, United Brotherhood of Carpenters & Joiners of America, AFL-CIO or any other labor organization.*

WE WILL NOT *unlawfully promise benefits to employees in order to discourage their union activity.*

WE WILL NOT *make unilateral changes in the terms and conditions of employment of employees represented by the Union.*

WE WILL NOT *interfere with, restrain or coerce our employees by advising them to seek the return of their union card or that a wage increase would be granted to them but for the Union, or inform them that they should see the Union about any wage increases.*

WE WILL NOT *threaten our employees with unspecified physical harm or other unspecified reprisals because of their union activity.*

WE WILL NOT *threaten our employees with more stringent working conditions or more strict enforcement of work rules and policies.*

WE WILL NOT *refuse to grant previously promised wage increases because employees selected the union as their collective bargaining representative.*

WE WILL NOT *interfere with, restrain or coerce our employees by demanding removal of union stickers from their lockers or by telling employees that they are no longer held in high regard by management because of their union sympathies or desires.*

WE WILL NOT *suspend, reprimand, reduce in pay or otherwise discipline employees because of their union activities.*

WE WILL NOT *in any other manner interfere with, restrain, threaten or coerce our employees in the exercise of their right to self-organization, to form, join or assist the UBC Mid-Atlantic Industrial Council, United Brotherhood of Carpenters & Joiners of America, AFL-CIO, or any other labor organization, to bargain collectively through representatives of their own choosing, or to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities.*

WE WILL *reinstate the wage increase denied employee Nelson Osborne on about Feb. 16, 1988, and make him whole for any losses he incurred due to this demotion.*

WE WILL *make whole employee Glenn Comption for any losses he incurred as a result of the three day suspension he received in December 1987.*

WE WILL *grant the wage increases and promotions promised to Steve Brickey, Arville Dingus, Ronnie Hall and Jackie Mead effective July 11, 1988.*

WE WILL *expunge from the personnel files the written warnings issued to the employees named in paragraphs 29, 31 and 33 of the complaint in Case No. 5-CA-19448 (now 11-CA-12784). [Ronnie Hall, Jeff Lawson, Mark Osborne, Richard Hicks and Ronald Osborne.]*

WE WILL *upon written request of the Union, rescind the use of the legal size evaluation forms, the maintenance safety list and the millwright tool requirement list issued on or about March 9, 1988, and revert to the use of all such evaluation forms, tool requirements for millwrights and safety rules and procedures in effect prior to March 9, 1988.*

vaferboard plant

Dungannon members await the outcome of the hearing.

On Feb. 4, 1988, workers at Louisiana-Pacific's waferboard plant at Dungannon, Va., voted 62–31 for representation by the United Brotherhood of Carpenters and Joiners of America.

L-P filed several objections to the conduct of the election with the National Labor Relations Board regional office in Baltimore, Md. The regional director ruled against L-P and issued union certification. L-P then filed request for review by the board in Washington, D.C. The full board threw out all of the objections except one portion of an objection, upon which the board could not make a decision unless a hearing was conducted.

On Aug. 24 UBC attorney Timothy Sears, Representatives Herbert Thomas and Larry Wyatt and 52 of the 85 L-P workers attended the hearing on behalf of their union. L-P's attorney was very surprised and requested that they return to work because of production loss at the plant. He also entered his request into the court recordings and sent telegrams to the NLRB. Needless to say, the workers were there to stay throughout the hearing.

On Sept. 13, 1988, the hearing officer recommended that "L-P's objection be overruled in its entirety and the board issue a certification of the results of election." The company has filed exceptions to the NLRB, and the UBC is fighting to uphold the election victory and certification.

UBC members were elated by the certification of their union. UBC Representative Larry Wyatt states, "These are extremely dedicated workers, and they will do whatever it takes to win a contract."

L-P workers who received backpay, pay raises and written warnings expunged from their files. Front row, Glen Compton, Bill Begley, Steve Brickey and Mark Osborne.

Back row, Jackie Meade, Ronald Osborne, Richard Hicks, Jeffrey Lawson and Arville Dingus.

Newfoundland loggers brace for raid by Canadian Paperworkers Union

UBC Loggers Local 2564 in Newfoundland has prepared full battle plans to repel a raid by the Canadian Paperworkers Union.

"This papermill union has made grossly misleading statements to our members when getting their authorization cards signed," said Wilf Warren, president of Local 2564. "The CPU represents only a very small handful of loggers all across Canada and they know nothing about loggers working conditions, loggers problems or the most elementary facts about the piecework wage system. CPU isn't a legitimate trade union that cares about people. They've lost membership in the papermills, so now they're looking for ways to support their top heavy organization."

In response to the CPU card signing of UBC members, General President Sigurd Lucassen has pledged full support to Local 2564.

Lucassen said, "The International Office will do everything possible to assist our loggers local. We will supply manpower, materials, and whatever financial support that is necessary to win this fight against the CPU. I'm confident that once we turn up the heat on the CPU and get the facts out, our members will see the great risk of setting up a papermill union to represent them at the bargaining table."

The local represents 1,800 logging members that harvest and haul pulpwood for Newfoundland's pulp mills. Many also work in maintenance shops and in silviculture. By agreement and through legislation, the pulp and paper companies, Abitibi-Price and Kruger, must supply 85% of their pulpwood requirements from lands where the company has exclusive cutting rights. This means the companies cannot purchase any more than 15% of their wood supply from Crown land which is administered by the provincial government. Since the union represents all loggers on company-leased land, these regulations provide Newfoundland's unionized loggers with a very strong measure of job security. This is not true for loggers in many parts of Canada.

This entire system would come under a severe threat should CPU be successful in the raid. There is a strong possibility that one or both of the paper companies would use the change in union representation to maneuver out of the requirement that 85% of the pulpwood be supplied by unionized employees. Instead, there is a strong likelihood the companies would strive to set up the right to take 100% of their wood from non-union contract loggers. This would be devastating to current members of Local 2564.

Portland Industrial Conference calls for positive process of rebuilding union

A recent UBC Industrial Action Conference was the occasion for close to 170 representatives from across the country to learn more about the Brotherhood's program for the industrial sector and to help formulate future policies.

At the opening session, General President Sigurd Lucassen introduced the major components of the industrial program—organizing, effective union leadership, membership participation, political action and the work of the conference boards for the major industries in which UBC members are employed. Delegates attended workshops to discuss experiences in the different areas of the industrial program.

Two half-day workshops were devoted to the basics of organizing—targeting and surveying, diagramming and slotting, house calls and newsletters. After a review of recent legal developments, industry workshops were conducted on custom mill-cabinet, millwork and forest products to discuss important developments in each industry and strategies to deal with problems facing UBC members.

In the mill-cabinet meeting, the central issues were greater cooperation with the Brotherhood's construction sector in promoting union mill-cabinet work and the need for more concerted organizing. The delegates also reviewed the recommendations of the Brotherhood's Mill-Cabinet Conference Board

and provided input for the future work of the Board.

In the millwork workshop, the Great Lakes Regional Industrial Council and its program for coordinated industry bargaining were explained. The council, which is now affiliating UBC local unions in the Midwest after membership votes in each local, is currently establishing a regional health insurance plan to provide better medical coverage for industrial members in the region.

The forest products group heard a report on the status and future of the industry from a forest products expert and then reviewed the U. S. Forest Products Joint Bargaining Board's program for coordinated industry bargaining and current industry negotiations in the Northwest.

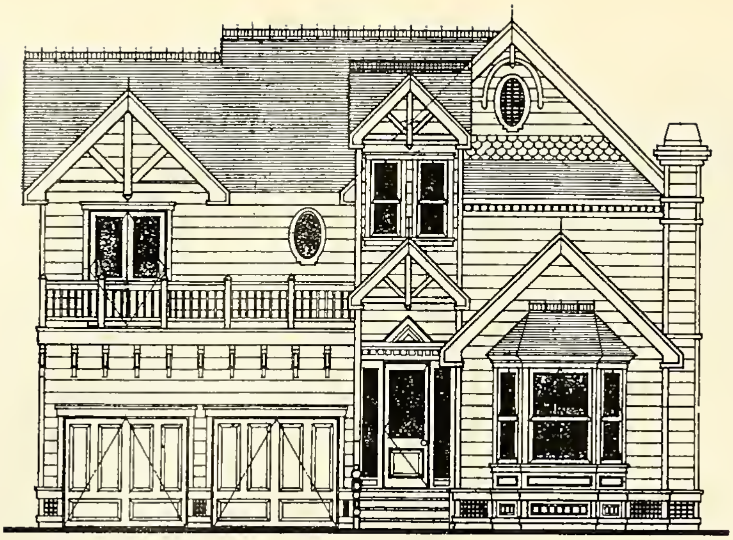
The UBC Special Programs Department, at the conference's last session, presented its corporate program and the status of campaigns, including the one against BE & K.

One of the participants at the conference was the UBC's Western Council of Industrial Workers, which announced that during the week of the conference it had reached settlements on new contracts with several major forest products corporations, including Champion and Weyerhaeuser *(See article in last month's Carpenter)*. Council Secretary Mike Draper publicly thanked General President Lucassen and the Brotherhood for their strong support during the negotiations and strikes.

Immediately following the conference, delegates attended a Portland campaign rally addressed by Democratic presidential nominee Michael Dukakis.

The Portland conference marks another step in the Brotherhood's effort to develop and put into action a program specifically designed for the industrial sector. The program's purpose is to build stronger local unions through effective leadership and greater membership participation. The targeted organizing program presented at the conference involves participation by both the general officers and local unions and is aimed at the unorganized shops

Continued on Page 38



San Diego County apprentices build Centennial Show House in Oceanside

A unique show house celebrating Oceanside's 100th birthday was open to the public during the month of September in this California city, 35 miles north of San Diego.

The design of the Centennial House recalls nostalgic architecture of the region's bygone Victorian dwellings and railroad hotels. Steep gables, porches, a balcony, bay window, wood siding and traditional details create a picturesque and inviting exterior.

Cosponsored by the Oceanside Centennial Foundation and the American Wood Council and built with the help of local suppliers and contractors, the house stands at the edge of the ocean beside the town's new pier. Now that the celebration is over, the house will be moved to a permanent site, selected by the new owner—the lucky winner in a raffle.

The 2,000 square-foot house is attractive and livable. A formal living room and dining room are located on the front; the family room is next to the kitchen at the rear. Three bedrooms and two baths are located on the second floor.

Architect Ken Chriss of 4 Design of Carlsbad, Calif., has included many quality design features in the interior. These include nine-foot ceilings, traditional wood wainscoting and mouldings, oak flooring, beaded board ceilings, a fireplace and the latest appliances.

The house was built by the San Diego County Carpenters Apprenticeship Training Program under the direction of John Bell; Jon Hill supervised the apprentice carpenters and other trades.

The Centennial Committee started planning for celebration activities in 1985. Other projects have included a Piece of the Pier sale, a float for the 1988 Tournament of Roses Parade, a traveling historic photos exhibit and Centennial Hall.

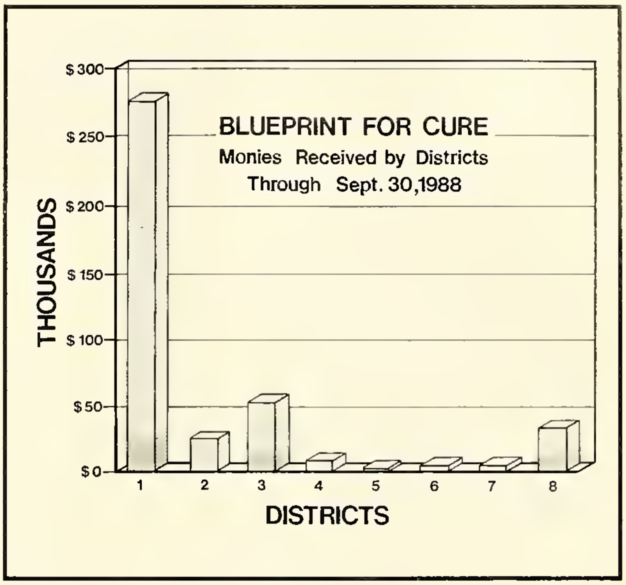
The American Wood Council sponsors about 15 Ideas Houses each year around the country to demonstrate the beauty and practicality of wood construction and finishes.

Apprentices and instructors worked side by side during the summer months to get the house completed on time.

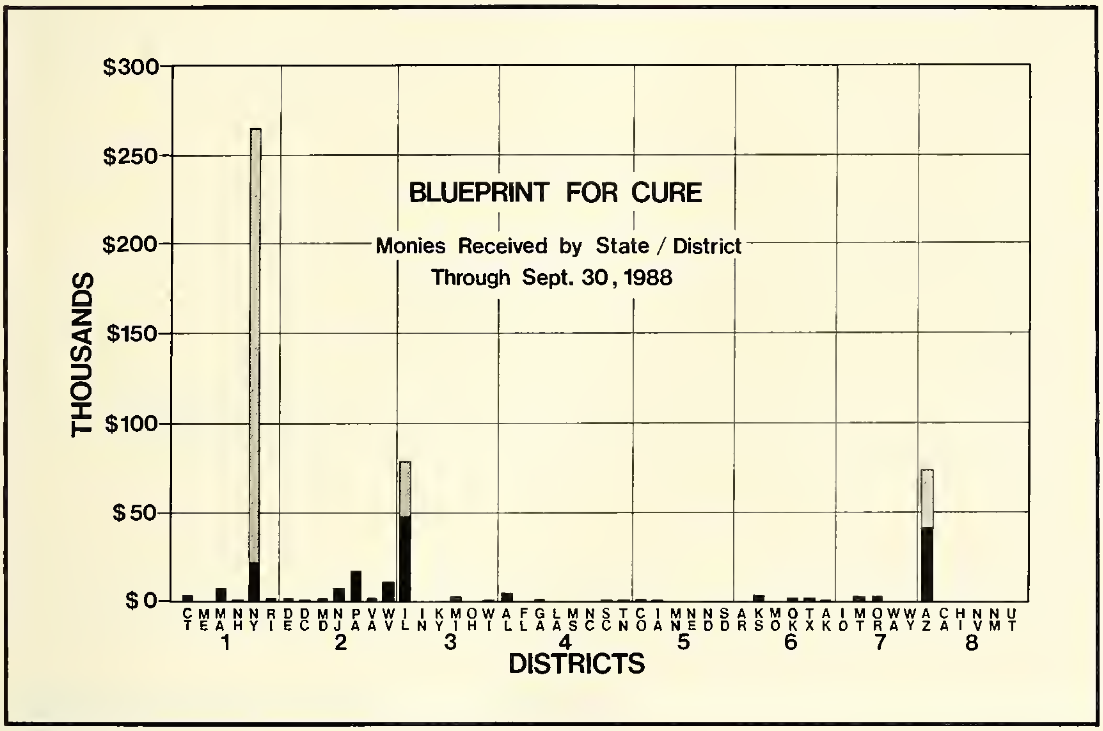
The Centennial House, a 2,000-square-foot structure, was one of 15 such "idea houses" sponsored each year by the American Wood Council.

Blueprint for Cure report shows three big contributors

Sixty-minutes-pay pledges for diabetes research continue to arrive at the UBC General Offices in Washington from local unions all over the country. Big totals from three states are particularly noteworthy. Members in the New York City area, through a checkoff, recently added a quarter million dollars to the total. Members in the Santa Clara and Ventura areas of California donated a total of $27,000 during the past month, and a $30,000 check for Blueprint for Cure was presented to General President Sigurd Lucassen by the Northwest Indiana District Council. The Northeast Indiana Council, meanwhile, is collecting more than $4,000 a month in monthly installments to add to the tally.



Blueprint monies received through Sept. 30 by districts. The three large bars reflect the three donations mentioned above.



Blueprint monies broken down by states and districts, as of Sept. 30. Below each bar is the postal abbreviation for one of the 50 states, starting with CT (for Connecticut) and ending with UT (for Utah). The eight U.S. districts of the UBC are shown in the brackets at the bottom of the graph.

Federal and postal workers join Blueprint for Cure campaign

For the first time, federal and postal employees throughout the nation will have the opportunity this year to contribute to the Diabetes Research Institute through the annual Combined Federal Campaign. DRI has been the beneficiary of the fundraising efforts of the AFL-CIO endorsed "Blueprint for Cure" campaign. The campaign, since 1985, has raised over $2½ million dollars to benefit diabetes research at the University of Miami in Florida.

"Blueprint for Cure" Co-Chairman Robert Georgine urged "all federal and postal union members to become full partners in this unprecedented effort to cure diabetes."

Georgine, president of the AFL-CIO Building and Construction Trades Department, serves as "Blueprint for Cure" chairman along with Patrick J. Campbell, general president emeritus of the United Brotherhood of Carpenters and Joiners, and Edward J. Carlough, general president of the Sheet Metal Workers' International Association.

The Combined Federal Campaign enables federal and postal employees to pledge a portion of their paychecks to a charity. Campaigning and voting will occur from September through November. Last year, federal and postal employees contributed $167,000 to DRI through the Combined Federal Campaign.

The DRI is considered America's foremost diabetes research organization. The "Blueprint for Cure" campaign has committed the support of the nation's working men and women to building a new research center which will be a symbol of hope for the nation's 12 million diabetics.

Political action and you

Get into the action for 1988. UBC political action!

CONGRESSIONAL SCOREBOARD

MINIMUM WAGE—Senate Republicans effectively prevented a vote on the minimum wage to be taken in the Senate. The Republicans wanted to create a sub-minimum, or two-tier, wage for workers who are already the lowest paid in the country. Republican opposition to raising the minimum wage demonstrated that GOP presidential candidate George Bush was not making a serious commitment to low-wage workers when he said he wanted an increase in the minimum wage. Democrats hope to pass the long overdue increase in the minimum wage next year.

FAMILY AND MEDICAL LEAVE/DAY CARE—The Family and Medical Leave bill provides for up to 10 weeks unpaid leave, and continuation of health insurance, for the care of a newborn, newly adopted child, seriously ill child or aging parent. During the debate in the Senate just before Congress adjourned, an amendment was made to include provisions for federal standards for day care facilities and help in funding the expansion of existing facilities. At press time, chances for passage of this legislation are not good, but similar legislation will be taken up in the next Congress.

LABOR PROTECTIVE PROVISIONS—Once again President Reagan threatened a veto rather than provide job and pay protection for workers. The labor protective provisions were part of a $10.6 billion Dept. of Transportation appropriations bill. Takeover pirates like Frank Lorenzo would have been forced to protect worker rights in airline mergers under the legislation. Reagan was willing to destroy funding for essential transportation programs, rather than agree to these worker safeguards that would have been paid for by corporate raiders. Due to Reagan's threatened veto the labor protective provisions were stripped from the bill.

VOTE ON NOV. 8—YOUR FUTURE DEPENDS ON IT

Throughout our nation UBC members are examining their choices for national, state and local races. The 1988 election will set the direction for our future. Members are faced with choosing between two different parties in the presidential election and two distinct agendas and program plans.

This election year finds the country at peace. We are not in the midst of a depression, and inflation and interest rates are lower. Throughout the country UBC members are questioning what lies ahead. Despite the calm, Americans are aware that trouble is brewing.

Here are the concerns UBC members around the country are talking about:

Increased use of drugs and more drug-related crime.

Federal dollars for housing programs that have shrunk from $30 billion in 1979 to $8 billion in 1988.

Loss of rights for workers under the NLRB and the so-called "Right to Work" agenda of the Republican party platform.

Crumbling national infrastructure, where roads, bridges, airports and railroads are in desperate need of repair.

A federal deficit in the 1980s that dwarfs that of the 1970s—$123 billion for the 1989 fiscal year from $48 billion in 1979.

The "selling of America" with record foreign investment in U.S. land and businesses.

The UBC has endorsed Michael Dukakis and Lloyd Bentsen. They will fight for the changes we need to have secure jobs and a stable future.

VOTE ON NOV. 8 FOR DUKAKIS/BENTSEN

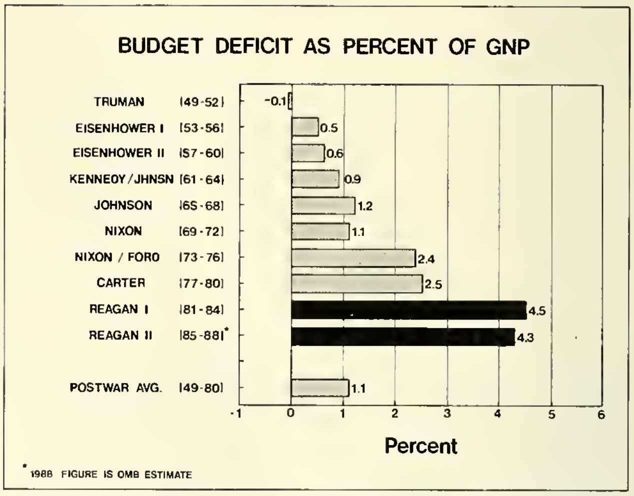
From California to Florida, and Portland, Ore., to Portland, Maine, UBC members are working in political campaigns as never before.

The Milwaukee and Southeast Wisconsin District Council said, "Union political power doesn't stop at the voting booth or in the legislatures. It gives your union real power at the bargaining table when companies know their employees engage in political action. This is why we say, POLITICS IS UNION BUSINESS!"

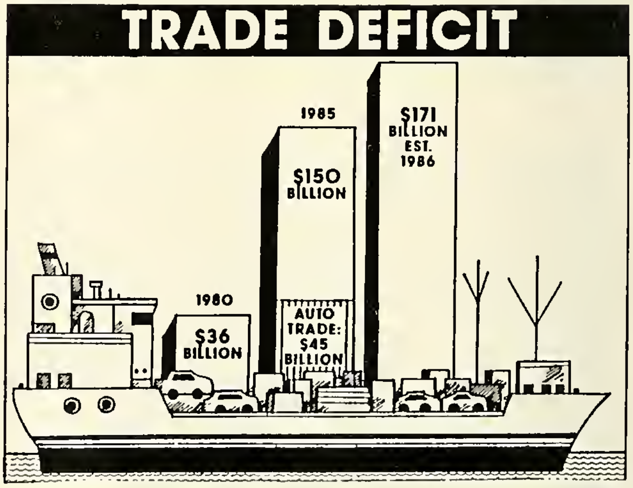
Members from around the country are anxious to see a Democratic victory in November. They have the same concerns as those expressed in many national public opinion polls.

"I think that all of the citizens of the United States should have medical health protection. We need a national health plan," said a UBC member in Tampa, Fla.

"The making of more millionaires at the expense of the American worker is the result of our present profit system which needs to



It is now costing every American approximately $640 a year to pay the interest on the national debt. The budget deficit has zoomed during the Reagan years.



Part of the reason for the budget deficit is the growing trade deficit. Americans have lost jobs to low-priced and under-priced goods from overseas.

be controlled," said another UBC member in Clinton, Iowa.

A UBC member in Tacoma, Wash., said, "If we weren't so interested in selling all of our raw materials to foreign countries and importing their junk, we would be better off."

These members and thousands of others are working on phone banks, putting up signs, registering voters and being sure that on Nov. 8 they will have done everything they can to get the Dukakis/Bentsen team in the White House.

Support for candidates

Bill Gluba, a Democrat running for Congress with labor support in Iowa, third from left, was a recent visitor to the UBC General Offices, where he explained his views on many national issues. He was accompanied by Marty O'Boyle, business representative of Millwrights Local 2158 of the Quad Cities area. General Treasurer Wayne Pierce, director of the Carpenters Legislative Improvement Committee, second from left, and First General Vice President John Pruitt, right, urge members to support Gluba's candidacy.

UBC Representative Roger Newman delivers a CLIC campaign contribution to Congresswoman Mary Rose Oakar of Ohio, as she runs for re-election in her home district. CLIC has supported many friends of labor in the 1988 general election.

CLIC contributors

Recent contributors to CLIC include James O'Reilly, retiree, Local 2046, Lafayette, Calif.; Howard Bennett, retiree, Local 140, Hudson, Fla.; Santi J. Fiore, retiree, Local 543, Boca Raton, Fla.; Floyd Dulinsky, retiree, Local 180, Stockton, Utah; Stephen M. Dunn, Local 142, Washington, Pa.; Victor Melillo, retiree, Local 1052, Cherry Hill, N.J.; Thomas Aufmann, Local 839, Deerfield, Ill.; Norman Spaulding, retiree, Local 586, Sacramento, Calif.; Robert H. Wilson II, Local 845, Upper Darby, Pa.; Mr. and B.R. Upton, retired, Local 1471, Jackson, Miss.; William H. Grimes, Local 620, Madison, N.J.; Rodell Bloomfield, retiree, Local 1319, Albuquerque, N.M.; James D. Carsel, Local 311, Iantha, Mo., and Thomas Hutchings, Local 22, South San Francisco, Calif.

UBC controller King retires

KING

Lowell King, the United Brotherhood's controller at the General Offices in Washington, D.C. retired on Sept. 1 after 33 years of active service. King joined the General Office staff in 1955, when the offices were located in Indianapolis, Ind.

He had the major responsibility of closing out the Brotherhood's retirement home at Lakeland, Fla., and he played a major role in the UBC's investment and pension programs. He has retired to his farm in Indiana.

Coordinated settlement reached with Westinghouse

Thanks to a strong coordinated bargaining program carried out by the 14 unions making up the Westinghouse Coordinated Bargaining Committee, a breakthrough agreement was reached in early September. The UBC represents 1,100 workers at two Westinghouse plants—Local 1615 at the Grand Rapids, Mich., furniture systems facility and Local 3130 at the laminates plant in Hampton, S.C.

The new three-year agreement calls for 6% wage increases, 9% in bonus payments and five cost-of-living adjustments. Pension benefits were improved to a range of $18–$25 effective in 1990 with improvements also coming in supplemental amounts available for early retirements. Dental coverage, life insurance and obstetrical benefits were also upgraded.

The contract breakthroughs came in the employment security areas. Westinghouse is now obligated, when selling a plant, to obligate the new owner to recognize the union and live by the existing labor contract. Preferential hiring at Westinghouse plants will be afforded those impacted by a plant closure with some moving allowances being paid. The new contract also upgrades the severance pay amounts available for persons laid off for more than 12 months.

This settlement was especially rewarding for the 500 members in Hampton, since, three years ago, Westinghouse excluded this group from the overall CBC settlement and forced wage cuts, even though the cuts were moderated after a seven week strike. After the 1985 struggle and the knowledge that Westinghouse was prepared to freeze Hampton out of any CBC pattern settlement, a full blown effort was put together to prevent a similar result in 1988. It included the UBC, urging procedural changes for the 14 CBC unions to insure no single union or plant would be eliminated from any future CBC settlement by the company. Local 3130 affiliated with the Southern Council of Industrial Workers to improve on their local bargaining strength. The local membership received communications and handbills on how to fit in with other CBC unions, how true coordinated actions are carried out and how the Westinghouse Division containing their plant was doing financially.

All the efforts paid off as Ray White of the Southern Council and Willard Wilson assisted the CBC at the central negotiations in Pittsburgh, as did the delegation from UBC Local 1615 in Grand Rapids. These individuals gave CBC their full support and ultimately the CBC leadership worked diligently to insure that Hampton would be part of the settlement. All the while the local membership was fully prepared to take any action necessary to show solidarity with CBC unions.

Ultimately, all the hard work by many different people paid off in a handsome settlement at Hampton that, for the first time, matched every single provision of the settlement applied at all other Westinghouse locations.

Willard Wilson, center, business representative for the UBC Hampton-Orangeburg, S.C., District Council, with representatives of other unions that worked closely together to coordinate negotiations at Westinghouse plants. Others, from left, include Joe Gonzales, Steelworkers; Dan Patalano, Machinists; Bob Wentroble, IUE; William Bywater, IUE; Robert Stander, IBEW, and Dick Mills, IBEW.

Bush bangs into hard facts on pledge of 30 million jobs

AFL-CIO President Lane Kirkland offered a little tongue-in-cheek help to efforts by George Bush to explain how he would carry out a campaign promise to create 30 million new jobs if the voters would kindly give him two terms in the White House.

Bush said in his acceptance speech at the Republican convention that he will add "30 million jobs in the next eight years," chiefly by keeping the lid on government spending and taxes. But it turns out there wouldn't be enough people to fill 30 million new jobs, even if there was full employment.

During the AFL-CIO Executive Council meetings, a reporter asked Kirkland if he thought Bush's promise could be achieved.

Possibly, Kirkland suggested, "if he abolished child labor laws."

But then again, Kirland noted, Bush hadn't actually said that these would be American jobs. So maybe the Bush goal would be attainable after all.

"This Administration has certainly created quite a few million new jobs in South Korea, Taiwan and Japan as plants have closed and production has moved overseas," Kirkland observed.

The Bush campaign's senior economic adviser, Robert Zoellick, said the 30 million figure shouldn't be taken too literally. He suggested that Bush may just have wanted to focus attention on "the fantastic job creation" of the Reagan years.

That sent AFL-CIO Research Director Rudy Oswald to his calculator.

The "fantastic growth" in jobs, Oswald reported, turns out to be considerably less than the pace of the Carter presidency, which Bush so decries.

'NEW JOBS COMPARED'

Carter Term

(1977–1981 Jan. to Jan.)

Total	% Increase
10,027,000	11.2%

Average Carter: 2.5 million per year

Reagan First Term

(1981–1985 Jan. to Jan.)

Total	% Increase
6,340,000	6.3%

Reagan Second Term

(July 1984–July 1988)

Total	% Increase
9,630,000	9.1%

Average Reagan: 2.0 million per year

Hutcheson Forest Tour Schedule

The Hutcheson Memorial Forest at East Millstone, N.J., named for William Hutcheson, one of the outstanding general presidents of the United Brotherhood, has announced its tour schedule for the next six months.

A primeval woodland administered by Rutgers University, the Hutcheson Forest was donated to the university by the UBC for scientific research. Every month of the year, there are tours of the forest conducted by botanists, foresters or other university-faculty specialists. The tours are free to the general public. The upcoming schedule and the tour leaders are as follows:

Nov. 6, Steven Handel, Botanist; Dec. 11, David Ehrenfeld, Conservation Ecologist; Jan. 8, James Quinn, Botanist; Feb. 12, John Kuser, Forester; March 19, James French, Botanist; April 9, Bertram Murray Jr., Ornithologist; April 23, Charles Leck, Ornithologist.

All tours are on Sundays at 2:30 p.m., except for the April 9 tour, which begins at 8:30 a.m.

Trips leave from the entrance of the woods which is on Amwell Rd. (Route 514) about 3/4 mile east of East Millstone, N.J. The trail through the woods may be muddy in places except in dry weather, so persons should come prepared. The trip through the woods takes between an hour and two hours. There is no charge and reservations are not required on these guided public tours.

Groups of more than ten persons may not attend the guided tours. Such groups are invited to write The Director, Hutcheson Memorial Forest Center, Department of Biological Sciences, Rutgers University, P.O. Box 1059, Piscataway, N.J. 08855, to arrange special guided tours.

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16 tons of Italian-owned coal should bear the union label

Union members recently staged a rally outside the Italian embassy in Washington, D.C., to protest union-busting tactics of Enoxy Coal Co., a subsidiary of an Italian government-owned energy conglomerate. Members of the unaffiliated Mine Workers at four mines in Kentucky and West Virginia have been working without a contract since Feb. 1. In the picture at upper left, UBC General Secretary John Rogers, in a white shirt, and a group of Postal Workers join the protest. Mine Workers President Richard Trunka is standing to the right behind the man with the microphone. At upper right, two UBC staff members join the picket line as they lend their support to fellow trade unionists from throughout the nation.

Ottawa Report

ALBERTA CODE DELAYED

Alberta's new labor minister, Rick Orman, surprised labor leaders by saying he intends to delay proclamation of the province's new labor relations code. The action came less than 24 hours after Orman took office, replacing former Labor Minister Ian Reid.

"I'm not going to rush out and proclaim legislation I'm not abundantly familiar with," Orman said.

He noted he isn't bound by target dates set by the former labor minister. The new code was expected to become law Nov. 1, and a related bill, the new Employment Standards Act, which covers nonunion workers, was to become law last month.

The construction trades have expressed strong objections to the new labor code, which has sections allowing employers to form spin-off companies to avoid dealing with unions and to hire nonunionized workers to replace those on strike.

CONSTRUCTION LEADS

A report by Statistics Canada shows the construction industry leading all other major industries in year-over-year employment growth. A year-over-year comparison, one of the best ways to measure an industry's health, showed Canadian construction employing 840,000 people in August, up 53,000 or 6.7% from the same month last year.

The construction industry started to show year-over-year growth in August 1987 which continued until it peaked in February of this year, when the total number of employed construction workers reached a full 15.1% more than February of the previous year.

NEWFOUNDLAND PACT

According to sources in Ottawa, Newfoundland's construction industry, building trade unions and government, have struck a deal to ensure five years of labor peace as the province prepares to develop the Hibernia oil field.

"I consider the signing of this document as a milestone in labor relations in Newfoundland and Labrador," said Labor Minister Ted Blanchard.

Under the pact, signed in late July, labor gives up the right to strike in return for guarantees that union members will work.

In return, the province's construction companies have agreed not to set up subsidiary companies that would allow them to skirt collective agreements by hiring nonunion labor.

Meanwhile, the province has promised to bring in a minimum pay rate for all construction workers to narrow the gap between union and nonunion wages.

BARRISTERS MUST HEED

Management attorney Roy Heenan of Montreal warned an audience of labor relations attorneys at the annual American Bar Association meeting in Toronto that labor and management in one nation cannot afford to ignore the trends and developments which occur in competing nations.

In regard to the recently passed U.S. plant closing bill, Heenan said that its future course could perhaps be predicted by looking to Canada, where a similar law was enacted in Quebec in 1969. The Quebec law requires four months notice for a mass layoff. Heenan noted that management's fears of employee sabotage have been unfounded, and that productivity has remained firm in most plants during the period between notice for a mass layoff and shutdown.

PARENTAL LEAVE PROBLEM

The Unemployment Insurance Act discriminates against natural parents, a Federal Court of Canada judge has ruled in a recent decision which, some labor spokesmen contend, could affect parental leave benefits across the nation.

Mr. Justice Barry Strayer found that a section of the act denies natural parents a choice available to adoptive parents—that either parent may stay home with a new child and collect unemployment insurance benefits for 15 weeks.

The judge said, however, that maternity benefits are "essentially distinct in purpose and effect from parental benefits and the position of the fathers cannot be 'equalized' by depriving the natural mother of benefits the rationale for which can only apply to her."

He reasoned that, even if maternity leave were viewed as nothing more than leave for child care, "this approach is predicated on the belief that, upon the birth of the baby, its natural mother is the natural and inevitable care giver and that the father is the natural breadwinner.

"It assumes that not only is it unnecessary that the natural father have the opportunity to receive partial compensation . . . in order to stay home but also that the natural mother should not at least have the option, which his presence at home would afford, to return to paid employment herself as a breadwinner."

Adoptive parents have this choice, he noted. Because the law has its roots in sexual stereotyping, he ruled that it discriminated on the basis of sex, which is prohibited under the Charter of Rights and Freedoms.

"Equality between parents with respect to responsibility and opportunity for care of a newborn child appears to be most consistent with the values of contemporary Canadian society," Judge Strayer wrote in his judgment.

Labor News Roundup

UFW's Huerta injured by police at Bush rally

Farm Workers First Vice President Dolores Huerta was attacked by police while participating in a peaceful protest at a hotel where Vice President George Bush was speaking.

As a result of the beating, the five-foot-two, 110-pound, 58-year-old suffered severe internal bleeding and broken ribs. Huerta received multiple blood transfusions at San Francisco General Hospital and had surgery to remove her damaged spleen.

Huerta was injured while distributing literature on the grape boycott outside San Francisco's St. Francis Hotel, where Bush was giving a campaign speech. She had hoped to give the union's response to a statement Bush had made earlier that day denouncing the AFL-CIO boycott of California table grapes.

The four-paragraph response assailed Bush's insensitivity to the pesticide hazards that provoked UFW President Cesar Chavez to embark on a 36-day water-only fast.

Huerta is a founder of UFW, which is committed to nonviolence.

UFCW says tags alone inadequate protection for workers

Organized labor assailed the Occupational Safety and Health Administration's proposed rule for control of hazardous energy sources (lockout/tagout), arguing that tags alone are inadequate to protect workers from accidental exposure to power sources.

"Tags are only a paper protection which can be easily removed from their intended location—they simply don't control entry and exit from the danger zone," Bill Wilson, director of safety and health for the United Food and Commercial Workers' Local 400 in Virginia, testified.

UFCW worker Mary Tvedt, a former employee of the John Morrell meatpacking company in Sioux Falls, S. D., lost four fingers in an accident that prompted OSHA to issue a citation requiring Morrell to install lockout switches on bacon slicing machines.

"We don't need tags—we need locks on machines to prevent them from being turned on," Tvedt testified. "Tags can rip, they can fall off, they can be torn accidentally, they can disintegrate and they can be confused with so many other tags. All packinghouse workers have first-hand experience with this."

Legislation limiting textile imports gets bipartisan support

The Senate, 57-32, joined the House in approving legislation to limit the growth of imports of textiles, clothing and shoes.

Since the Senate bill contains a provision not included in the House version, the House must either accept the Senate bill or else send it to a House-Senate conference in the crowded final weeks of the session.

President Reagan is likely to veto the legislation if it reaches his desk, which would set the stage for another election-year trade confrontation between the White House and Congress. Reagan vetoed a similar bill with somewhat stronger import curbs in 1985, and his top advisers have recommended that he veto the pending legislation.

OSHA urged to stiffen workplace chemical standards

At an OSHA hearing on proposed standards for workplace chemicals, the Clothing and Textile Workers testified that more than 100,000 workers in the dry cleaning industry "need protection from chemicals that threaten their health, their livelihoods and their families." ACTWU Secretary/Treasurer Charles Sallee cited evidence that the popular dry cleaning solvent "perc" (perchloroethylene) causes cancer. ACTWU member Ernestine Thomas of Local 124 in Detroit noted that union members "are concerned about the risk of developing cancer connected with this chemical," adding that "this issue is continuously raised at union meetings." Urging OSHA to set stricter standards for chemicals used in the dry cleaning industry, Sallee commented that the President's Task Force on Regulatory Relief, under the guidance of Vice President Bush, has "obstructed at length every initiative by OSHA to establish new standards over the past eight years."

Indiana University to compile construction data

Indiana University at Indianapolis has established a National Center for Construction Statistics which will compile information on the construction industry from public and private sources nationwide. The center, which will operate as part of the Indiana Business Research Center at the university's School of Business, is one of 15 pilot programs under the direction of the Census Bureau's Business and Industry Data Center to increase the use of economic statistics. The Census Bureau will provide data, training and technical assistance to support the new Indiana center.

Cen-Card suspected in trade union credit card scam

Trade unionists, beware of Cen-Card.

That's the word from AFL-CIO Union Privilege Benefit Programs, which warns that the Cen-Card Agency of Parsippany, N.J., is a suspected scam that "guarantees" credit cards for a fee.

UPBP President Ray Denison said a mail offer by Cen-Card promises credit cards of unknown origin with undisclosed terms and good only for purchases in unidentified catalogs and brochures. It also promises "a chance" at major credit cards regardless of one's credit history. For this, Cen-Card charges $39.95 for one year or $49.95 for a lifetime. Denison advised union members receiving a Cen-Card offer to "read it closely to note the deceptions and then throw it away."

Two firms added to labor's consumer boycott list

The AFL-CIO Executive Council has placed International Paper Co. and Soho Manufacturing Co. of New York on the AFL-CIO national boycott list and urged union members not to buy products made by these two companies.

More than 3,500 members of the Paperworkers have been locked out or forced to strike by International Paper at paper mills in Mobile, Ala.; Jay, Maine; Lock Haven, Pa.; and De Pere, Wis. After locking out workers in Mobile in March 1987 and forcing other units to strike three months later, IP hired strike-breakers whom it has billed as "permanent replacements."

After decades of peaceful labor relations, IP demanded contract concessions that would have abolished large numbers of jobs and imposed massive wage and benefit cuts.

IP insisted on this course, the council stressed, despite soaring profits—$407 million in 1987. IP writing and printing papers and other products are produced by International and Hammermill.

Soho, one of the nation's largest makers of women's blouses, is "a jobber that contracts out its manufacturing to small shops where the Ladies' Garment Workers has uncovered illegal and inhumane conditions," the council said. The ILGWU has been rebuffed in its efforts to bargain a jobbers agreement that assures Soho would send work only to union-contracting shops.

The union has charged that hundreds of workers in Soho contracting shops, most of whom are immigrant women, often face sweatshop conditions with no benefits, the council said.

The ILGWU, in requesting the boycott action, is asking consumers not to buy blouses carrying the manufacturer's registration number—RN59206.

Drywall contractor returns to union

"We at Gateway Drywall Company, primarily a residential contractor, have decided to join the union. After all that has transpired in the drywall industry, we firmly believe now is the time to make it right."

With these statements in a recent letter to Local 1506, Los Angeles, Joe Scardino, owner of Gateway Drywall Company, Los Angeles, agreed that his work crews should return to the union. He called it "the second time around."

In the early 1980s much of the residential work in Southern California went nonunion, as commercial work expanded.

"A lot of unskilled labor started moving in, and the struggle for good help became difficult. Many illegal aliens made up our work force," Scardino comments. "Now, with the new (alien registration) law enacted, we cannot use these men, and again we are in a struggle for qualified help."

The company also realizes it has more to offer its employees today in fringe benefits by going union, Business Agent Earl Mitchell comments.

Twenty-two years ago, Scardino operated Premiere Decorating Company, a union firm in the Los Angeles area. At that time Local 1506 Business Agent Earl Mitchell was one of his foremen.

"Now is the time to unite and work toward putting some stability back into our residential drywall industry by getting our work force upgraded through training programs and other measures," the Los Angeles contractor states.

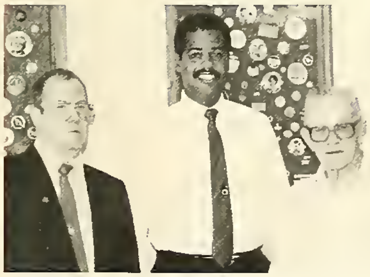
Gateway works 500 or more employees at a time under normal industry conditions.

The agreement with Gateway Drywall is signed, as Business Representative Earl Mitchell clasps the hand of Gateway contractor Joe Scardino. At center is Jim Gates, a partner in the firm.

With the agreement signed, a group of Gateway drywall hangers sign in at the Local 1506 union hall.

Ready to sign up Gateway's employees were agents of Locals 1506 and 2361. At the registration table are Jim Swindell, Local 2361; Bob Milewsky, Marty Dahlquist, Ed Schrody and Mike Magallanes all of Carpenters Local 1506, Los Angeles.

Wheat supported



Congressman Alan Wheat of Missouri's Fifth District, center, is receiving strong support from UBC members in the Kansas City area in his bid for re-election this month. District Council Business Representative Dale Short, left, and George Fogelsong met with the legislator recently to map plans for working on his behalf election day.

Electric Boat line

MTC
ON
STRIKE
MTC
ON
STRIK

Members of the Metal Trades Council in Groton, Conn., set up picket lines at General Dynamics Corp.'s Electric Boat Division after rejecting management's demand for a three-year wage freeze and bonuses instead of higher pay. The 10,200 workers—who build nuclear-powered submarines—belong to 10 unions, including the UBC. The workers are seeking a wage increase and limits on the company's growing use of part-time workers.

Houston leaders air radio show

Every Wednesday night from 8 to 10 p.m., Central Standard Time, radio station KLVL, Houston, Texas, airs a Spanish talk show hosted by Benny Garza, a United Brotherhood representative assigned to the Texas Union Immigrant Assistance Project Office. The station can be found at 1480 on the AM dial, and for two hours Garza fields questions from the radio audience.

Topics discussed range from American customs, living styles and labor unions to language problems. A recent guest on the show was James Herd, organizer for the Houston district council. Other local labor leaders have been guests on the show.

Sponsors of Garza's show are Francisco Valle and Telma Mendoza, who operate a business firm in an Hispanic section of the city.

Workers in the Houston area have suffered economic setbacks because of the crisis in the domestic oil industry. Garza's radio show has been helpful to several local social agencies because of his work.

The sponsor, Telma Mendoza, discusses the show with UBC organizer Jim Herd, as Benny Garza takes a call at the KLVL studio microphone.

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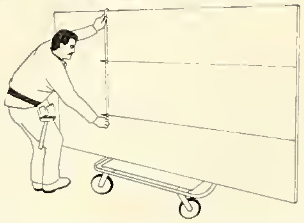

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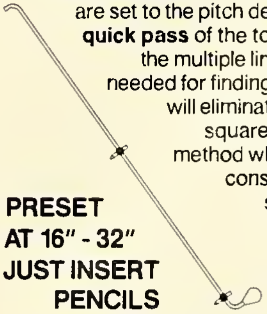

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New Great Lakes Industrial Council continues to add local union affiliates

In the past several months, 16 local unions, representing close to 6,000 UBC members in 32 shops and factories, have affiliated with the new Great Lakes Regional Industrial Council.

The council was established to provide a regional structure for coordinated industry negotiations, a defense fund for participating local unions and a regional union health insurance plan. In March of this year, the council held an introductory meeting in Elgin, Ill., to explain the council's structure and programs to 200 local union representatives from eight industrial states which eventually will be served by the body.

Since then, local unions have been holding special-called meetings at which a council representative explains the council's programs and answers questions, and a secret ballot vote of the membership on affiliation is taken. Affiliation requires payment of $2.00 per member per month—$1.00 for the council's operating costs and bargaining program and $1.00 to pay for the defense fund.

Local union officers interested in more information on the Great Lakes Council or arranging a special-called meeting to vote on affiliation may contact Dan Walbrun, executive secretary, P.O. Box 4968, Lafayette, Ind. 47903 or call 317-447-7509.

Houston District Council officers

International Representative Benny Garza recently installed the new officers of the Houston District Council.

Newly installed officers, above, were Ken Mersiovsky, trustee; Adolph Little, trustee; Bill Ruyle, vice-president; Joe Cones, executive secretary; Rusty Campbell, president; and Henry Castillo, conductor.

Officers not shown are Dewey Conley, trustee; and Buddy Switzer, warden.

Florida paraders

SOUTH FLORIDA
CARPENTERS'
DISTRICT COUNCIL

South Florida District Council members participated in the Broward County AFL-CIO's first annual Labor Day Parade held in Fort Lauderdale.

Voluntary Organizing Committee members of Local 123 built the parade float that retirees, members and their children rode on. More than 40 union and labor friendly organizations sponsored parade entries and over 2,500 unionists walked the 1.1 mile parade route.

SOUTH FLORIDA CARPENTERS DISTRICT COUNCIL
CARPENTERS LADIES AUXILIARY

School for women

Three members of the UBC were among 115 women from 25 unions who attended the recent Southern School for Union Women at the George Meany Center in Silver Spring, Md. They spent a week getting special training on union administration, policy and planning.

While in the Washington area, they visited the UBC General Offices. Shown in the Carpenter magazine office are, from left: Vaughnie Witcher, Local 3103, Martinsville, Va.; Ellen Randolph, Local 115, Hialeah, Fla., and Lettie Cook, also of Local 3103.

Legislative action

The Carpenters Legislative Improvement Committee, the UBC's volunteer political education and fundraising arm, has been busy in preparations for the U.S. general elections, this month. UBC General Treasurer and Legislative Director Wayne Pierce, center, has been working closely with legislative representatives John Dalton and Kevin Campbell, shown here, on matters still before the Congress as the 1988 session winds down.

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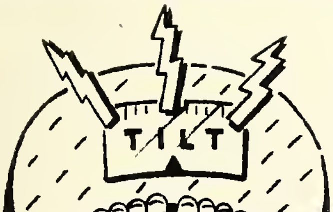

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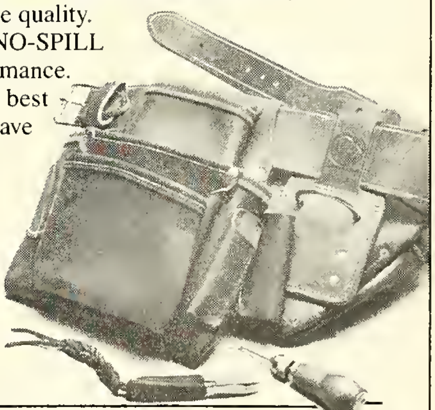

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New full-time officers and business representatives of construction locals attend second '88 seminar

The second of three training seminars for new full-time officers and business representatives of construction locals was held during the third week of September.

This seminar, like two others this year, are in addition to seminars held for organizers and industrial local officers, which are conducted by the UBC industrial department.

Thirty-seven local leaders participated in the September seminar. The seminar was designed to acquaint the participants with the duties and responsibilities of their offices. It was under the supervision of Second General Vice President Dean Sooter, working with staff representatives Ed Hahn and Jim Davis. A final 1988 seminar is scheduled for Oct. 23–28.

Participants in the September training sessions were:

Edward Scott Atkinson, business representative, South Florida District Council, Ft. Lauderdale, Fla.

Harold G. Bailey, financial secretary and business representative, Local 808, Blackfoot, Idaho.

George Benjamin, assistant business representative, Local 275, Watertown, Mass.

David B. Bergeron, business manager, Local 108, Springfield, Mass.

William Bielas, representative, Northern Michigan District Council, Escanaba, Mich.

Edward Bleemel, business representative, Kentucky State District Council, Frankfort, Ky.

Tom Costa, business representative, Local 1121, Allston, Mass.

Paul Dalferro, representative, Northeast Ohio District Council, Cleveland, Ohio.

John D'Ateno, assistant business representative, Local 296, Brooklyn, N.Y.

Tom Eversmann, business representative, Local 295, Collinsville, Ill.

Anthony J. Graziano, business representative, Local 1121, Allston, Mass.

Wayne Harrison, business representative, Northwest Ohio District Council, Toledo, Ohio.

Philip E. Hayes, business representative, Local 535, Norwood, Mass.

Leland E. Hillberg, business representative, Local 851, Anoka, Minn.

James Hoerr, business representative, Local 1310, St. Louis, Mo.

Jack L. Johns, business representative, Baltimore District Council, Baltimore, Md.

Frederick Johnson, business representative, Local 815, Beverly, Mass.

Kenneth Keown, business representative, Central Indiana District Council, Indianapolis, Ind.

Harold L. Knott, business representative, Kentucky State District Council, Frankfort, Ky.

Richard Marshall, business representative, Local 400, Lincoln, Neb.

Lawrence D. Massie, assistant business representative, Local 857, Tucson, Ariz.

Keven McHale, assistant business representative, Local 2287, New York, N.Y.

Jim Polzin, business representative, Local 400, Omaha, Neb.

Kenneth Lee Slavens, business representative, Local 2114, Napa, Calif.

Walter Soltysiak, representative, Northern Michigan District Council, Escanaba, Mich.

James Brown, business representative, Minnesota Statewide District Council, St. Paul. Minn.

Dick King, business representative, Minnesota Statewide District Council, St. Paul, Minn.

David C. Tharp, assistant business representative, Northwest Indiana District Council, Hobart, Ind.

Michael Thuston, business representative, Local 1310, St. Louis, Mo.

Michael H. Tindal, business representative, Local 2734, Mobile, Ala.

Samuel Trentin, representative, Northern Michigan District Council, Escanaba, Mich.

William Wallace, assistant business representative, Northwest Indiana District Council, Hobart, Ind.

David A. Watson, financial secretary & business representative, Local 411, San Angelo, Texas.

James A. Wyatt Sr., business representative, Northeast Ohio District Council, Akron, Ohio.

Kenneth O. Wyatt, assistant business representative, Local 127, Birmingham, Ala.

Duane Scepaniak, business representative, Local 930, St. Cloud, Minn.

Egol Twedt, business representative, Minnesota Statewide District Council, St. Paul, Minn.

New interior systems training center to fill manpower needs in Toronto area

A new Interior Finishing Systems Training Centre in the Toronto, Ont., area recently graduated its first class of pre-apprentices, and is well on its way to becoming what a local newswriter called "a $200,000 swipe at the manpower problem in the drywall and lathing industry."

The training school itself is a $1.5 million facility which is designed to teach students in groups of 14 to 16 in a 10-week (400 hour) program. The center's first class of 14 young men completed their training on Aug. 12, and a new class got underway on Aug. 29.

The training center is funded through a five-cent-an-hour employer contribution from members of the local Interior Systems Contractors Assoc., and contributions from Carpenters and Painters unions, the Acoustical Association of Ontario, the Ontario Skills Development Ministry and the federal Ministry of Employment and Immigration. Carpenters Local 675 is the primary UBC affiliate involved in the center. Graduates of Instructor Colin Weller's first pre-apprenticeship class are now first-year apprentices in Local 675.

Another instructor, Aldo Qualizza, formerly a taper-plasterer at Cesaroni Brothers Ltd., teaches taping, plastering, texture spraying and hand stuccoing. Students who graduate from his class enter the apprenticeship program of Painters Local 1891.

Tuition for the courses is free, and special arrangements have been made for unemployment insurance recipients to continue their assistance while in the training program, according to Bob McKean, a school spokesman.

A building boom in southern Ontario has left many contractors shorthanded, says center instructor Colin Weller. Interior systems contractors, like many others, have an aging workforce which will be retiring in large numbers in the next few years. According to Weller, the average drywaller or taper in the area is an immigrant in his late forties.

National JATC contractors' rep Wachsmuth dies

A knowledgable and highly-respected spokesman for the Associated General Contractors was lost recently with the death of Hans Wachsmuth Jr., a veteran member of the National Joint Apprenticeship and Training Committee.

Wachsmuth, who lived in the San Francisco Bay area of California, served on the National Joint Committee for many years and was a regular attendant at the International Carpentry Apprenticeship Contests in the 1970s and early 1980s.

"Hans made countless contributions to the joint labor-management apprenticeship system," said Jack O'Connell, administrator of the Northern California Counties JATC, "and he sincerely believed in the union movement."

Blueprint for Cure, the diabetes research campaign, was Wachsmuth's chosen charity, and contributions totaling $3,420 were collected in his memory.

Top California drywallers

CALIFORNIA

The Northern California Drywall/Lathing Apprenticeship Program recently honored its graduates and held a contest to determine the outstanding apprentice.

Seven of the 160 graduates maintained a perfect 4.0 grade average, and four of the seven went on to compete in an eight-hour project to determine the top graduate.

After a close competition, judges Dean Puthuff, Alan Sibenthall and David Olson named Don LaHood 1988 Apprentice of the Year.

Above, the four apprentices who competed in the final contest were Charles Culberson, Don LaHood, Gordon Perry and Matt Jensen.

Harrisburg graduates

The Carpenters Joint Apprenticeship Committee, Area 4 of the Keystone District Council, Harrisburg, Pa., held its annual apprentice completion dinner at the Hotel Hershey in June. Nine apprentices completed their training and received journeyman certificates.

Shown above are, front, Scott Simonetti, Steelton; Barry Tonkin, Hershey; and Richard Myers, Fredricksburg.

Back row, Frank Mulligan, field representative for the Bureau of Apprenticeship and Training; Richard W. Martz, secretary-treasurer, Keystone District Council; James Reed, co-chairman, JAC; Tim Hodge, Harrisburg; Loren Earhart, Richland; Jeff Adams, Carlisle; Gary Lebo, Carlisle; and Ed Luzik, JAC coordinator.

Graduates James Fuller, Newport; and Coy King of Harrisburg were not available for pictures.

Santa Ana honors grads

Local 1815, Santa Ana, Calif., honored graduating apprentices during an annual ceremony. Graduates were Jerry Sears, John Lull, David Freeman, John Evans, Mark Senger, Ann Ehrlich, John Delgado and Julious Poplar.

Cleveland graduates and their instructions were, front, Jeffrey Johans, Belgin Oglesby, Tomas Paoli, Dennis Horvath, Dwayne Jones, Frank Kovach, Perry Marotta, Paul Wisniewski and Edward Linville.

Back row, Patrick McCafferty, Al Kuzmin, Steve Zadd, Charles Bucci, Matthew O'Donnell, David Heyer, Donald Oleksy, James Miklus, Michael Grisham, Paul Byrne, Mark Prokop, Edwin Munoz, Eloise Tufts, Thomas Davanaugh, Paul Mayausky, Dave Marusa, Gus Kish, Anthony Ross, Joseph Horrigan, Ronald Bystrom, Robert Herman and John Sadowski.

Not pictured are David Crislip, John Petras, Victor Young, Tim Conn, Tom Heffernan, Gary Marotta, Barry Clesh, Mark Kerwin, Thomas Lavelle, Patrick O'Donnell, Richard Pavlick and Frank Stanke.

Cleveland honors Welo and 38 apprentice graduates

The Cleveland JAC recently held an annual ceremony to honor 38 graduating apprentices. Graduates received certificates from the Brotherhood, the Ohio State Apprenticeship Council and Cuyahoga Community College verifying the completion of their four-year training program.

The graduating class included 11 carpenters, four mill-cabinet makers, two floorlayers, 11 interior systems and 10 millwrights.

For 23 years Thomas J. Welo Sr., former secretary/treasurer of the Cleveland Carpenter's District Council, served on the JATC committee until his retirement this past January. When the International Carpentry Apprenticeship Contest was held in Cleveland, Welo served as host. He was honored by James Hamilton, at left, fellow JATC members and apprentices for his unselfish devotion, effort and guidance, and the Carpenters' Training Center Conference room was dedicated in his honor.

JATC management member James Hamilton presented Eloise Tufts, carpentry graduate, and Michael Grisham, interior systems graduate, with awards for having perfect attendance during their four years of training in Cleveland.

Missouri state contestants

A number of graduating apprentices tested their skills as they squared off to compete in the Missouri State Carpenters Apprenticeship Contest recently.

Participants were Danny Leible, carpentry, Local 1770, Cape Girardeau; Charles Shane, mill-cabinet, Local 1596, St. Louis; Gale Armfield, millwright, Local 47, St. Louis; Joseph Mudd, carpentry, Local 602, St. Louis; Kenneth Blume, carpentry, Local 945, Jefferson City; Jeffrey Kempf, carpentry, Local 61, Kansas City; and Stephen Miller, millwright, Local 1529, Kansas City.

Not pictured are Kent Barnes, carpentry, Local 978, Springfield; and Alan Brown, mill-cabinet, Local 1635, Kansas City.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

For UBC retirees, sometimes it's a matter of taste

By Phillip L. Polakoff, M.D.
Director, Western Institute for Occupational/Environmental Sciences

"Food doesn't taste as good as it used to." Have you ever said that? It's a common complaint and many people think they know the answer.

Some are convinced that growers of fruits and vegetables tinker with the plants to make them more uniform in size and color at the expense of flavor. Tomatoes are a prime example. Others blame food processors for adding things to lengthen shelf-life in the grocery, which take away from that old-time goodness.

There may be some truth in those suspicions. But one real reason why food may not taste as good to you as it once did has to do with aging—yours, not the food.

As you grow older, you gradually lose some of the taste buds on the surface of your tongue. By the time a person is 75, he or she may have lost as many as half the number of taste buds they had at age 20. Since the sensation of taste begins with the taste buds, naturally the fewer of these receptors you have, the less acute your sense of taste will be. Here's how taste works.

The nervous signals responsible for the sensation of taste are triggered by the chemical makeup of various substances as they are dissolved in saliva. The dissolving has to take place first before you can taste anything.

The saliva then percolates through tiny pores in the hair receptors that sprout from the ends of the little onion-shaped taste buds. The nerve fiber responds by sending a message to the brain where it is decoded as one of the four basic tastes—sweet, sour, salty and bitter. All flavors are made up of combinations of these four tastes.

Taste buds are distributed in groups around the tongue. Although they appear identical, the taste buds at different locations are particularly sensitive to specific tastes. Those at the tip are particularly sensitive to sweet substances, those on the edges to sour (acid) and salt, and those on the back of the tongue to bitter substances.

The sense of smell also influences our perception of taste. That's why food sometimes "tastes" different—or even seems tasteless—when the nose is stuffy with a common cold. And many of us can remember holding our noses as children to swallow badtasting medicine.

Longtime exposure of the taste buds to alcohol, tobacco and hot, pungent seasonings take their toll on the sense of taste. What about the loss or lessening of taste through the aging process? There's both good news and bad news on this score.

Some loss of the taste buds as one gets older appears inevitable. And the sense of taste is not an unlimited or renewable resource. The good news from recent studies of nerve function in the elderly indicates a relationship between fitness and flavor perception.

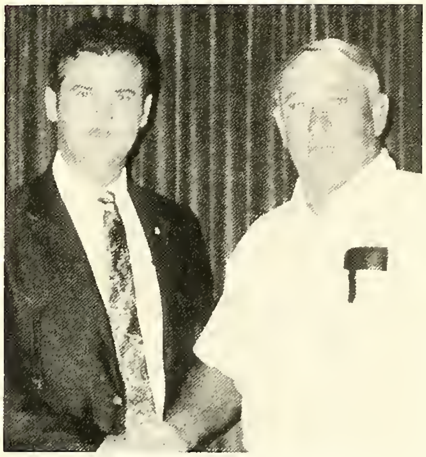
People who are physically fit have faster reaction times than those who are sedentary. Faster reaction times correlates with nerve perception capacity. Good nerve function means good sensory function—including taste and smell.

The health benefits of physical fitness are well known and need no further elaboration here. Most people who are physically fit already follow a lifestyle that includes exercise and dietary restraints on highly spiced and irritating food and drink.

Now that the prospects are bright for many individuals to live to reach their 80s and even 90s—the idea of a lifetime of taste bud maintenance makes flavorful sense.

If you have any questions or suggestions for future articles write to Dr. Polakoff at WIOES, 5655 College Ave., Suite 310, Oakland, Calif. 94618.

Kansas State retiree



During the 68th Convention of the Kansas State Council of Carpenters, Sixth District Board Member Fred Carter, left, extended his best wishes and congratulations to Retiring Council President Ed Musil Jr.

The convention was held in July in Topeka, Kans.

●

Does your local union or council have a retirees club? If not, request a retirees' club information packet from: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

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CONSUMER CLIPBOARD

Some words of caution before you invest in rare coins

Sometimes you need a second opinion.

Buying rare coins can be a good investment and a satisfying hobby. But recently, for some Americans and Canadians, it has become a financial disaster. Rare coin scams have increased and many collectors have lost most of their investment as a result of fraudulent sales practices. If you are investing in coins, the Federal Trade Commission and the American Numismatic Association urge you to protect yourself.

How to protect yourself

If you intend to buy rare or bullion coins for investment, your best protection is to spend time learning about the coins you are being asked to buy. In the past, most investment gains have gone to collectors, often known as numismatists, who have taken the time to study carefully various aspects of coins including rarity, grading, market availability and price trends. Investment success over the years is the result of prudently acquiring coins of selected quality, proven rarity and established numismatic desirability. Many careful buyers study coins for some time before buying even a single coin. Success can also be enhanced by researching dealers, as well as coins.

If you receive any solicitation about investing in coins, keep these points in mind.

- **Use common sense when evaluating any investment claims** and do not rush into buying. Remember, anything that sounds too good to be true is usually not true.

- **Make sure that you know your dealer's reputation** and reliability before you send money or authorize a credit card transaction. If you can, find out how long the company has been in business. Don't rely just on what a dealer's representative tells you on the phone. For example, if the dealer claims to be a member of a professional organization, call the organization and make sure that the claim is true. If you cannot confirm the reliability of the dealer, consider investing with another firm.

- **Do not be taken in by promises** that the dealer will buy back your coins or that grading is guaranteed unless you are confident that the dealer has the financial resources to stand behind these promises. Many of the coin sellers prosecuted by the Federal Trade Commission during the last several years have not been able to meet guarantees and other obligations to their customers.

- **It is wise to get a second opinion** from another source about grade and value as soon as you receive your coins. So, before you buy, find out what remedies you will have if the second opinion differs. For example, some companies offer a 30-day return period if you are not satisfied with your purchase. Check the information that you are given. Will the full purchase price be refunded or will you be given a credit to be used for the purchase of other coins? If a dealer promises to buy back the coins at the same grade at which they were sold, does that mean at the price you paid or at some discounted amount?

- **Be cautious about grading certificates,** especially those furnished by coin dealers. Have the grades of any coins you buy checked by an independent source. If you use a grading certificate as a second opinion, be sure you understand what the certificate represents. Grading is not an exact science, and a certificate represents no more than the opinion of the certification service. Find out if the certification service is indeed independent of the dealer, and what grading standards are used. Also, because grading standards vary, coins certified by different services will be worth more or less than other coins of the same grade. Weekly periodicals list prices for coins that have been certified by various services. Check the prices for those coins you are considering.

- **Comparison shop.** You need to be concerned not only with grades, but with prices as well. Visit several dealers before buying. Check prices in leading coin publications to make sure you are not being overcharged. Several publications list representative wholesale values for fine coins of various issues and grades. These values are generally higher than the prices consumers can expect to receive if they were to immediately sell their coins, and lower than the retail prices consumers may be charged to buy the coins. Consult such publications prior to trusting dealers' representations about the current value of coins. If a dealer's advertised price is much lower than the price listed in these publications, then the dealer may be misrepresenting the quality or grade of the coin.

- **Take possession of any coins you purchase** to ensure they exist and to be sure that they are properly stored.

- **As with any consumer purchase, be wary about giving your credit card number to strangers,** especially over the telephone.

How to identify fraudulent sellers

The fact is: It is very difficult to identify fraudulent sellers of rare and bullion coins because they often look like legitimate dealers. For example, fraudulent sellers frequently have elegant offices in the financial districts of major cities, employ "account executives" or "investment counselors," and produce glossy, attractive brochures on investment strategy. They may claim to have leading coin experts on their staffs, or claim to be the largest or finest dealers in the business. Because fraudulent sellers often appear to be reputable, it is particularly important to check the information that you are given.

Also, fraudulent sellers of rare and bullion coins often use many of the same techniques as legitimate dealers to attract buyers. Some advertise in newspapers and magazines and sometimes meet prospective clients through financial planners and insurance agents. Others use a popular sales method known as telemarketing. For example, you may be approached about coin investing through an unsolicited telephone call, or you may be called after you have responded by mail to a print advertisement. Because telemarketing fraud has grown rapidly over the last several years, you should be particularly careful about committing yourself to any purchase from an unsolicited caller. Listed below are some sales techniques commonly used by dishonest dealers.

False grading claims

Usually, the value of a rare coin is determined by its grade and rarity, so it is very important that the rare coins you buy are graded correctly. The grade of a rare coin is a shorthand method of describing its condition. Because grading includes such factors as "overall appearance" and "eye appeal," it necessarily involves some degree of subjectivity. As a result, the grade assigned to a particular coin may vary even among legitimate dealers, especially in the higher, investment quality grades where distinctions in condition are more subtle. Because the fine distinctions between grades often mean large differences in the value or price of a coin, the subjectivity in grading means that there is some inherent risk in coin investing. Fraudulent sellers, however, often intentionally inflate the grades of the coins they sell, charging prices many times the coin's actual value. For example, you might pay $450 for an 1882-S Morgan Dollar, which was described to you as having a high grade because of its excellent condition. Later, however, you may find that the accurate grade for the coin is two or more grades lower, and that the coin is actually worth only $50. False grading is the most common form of rare coin fraud.

False certification claims

Many consumers and financial planners use certification services to verify grade before they buy. These services examine coins, "certify" them as to grade, and usually issue some form of grading certificate. However, consumers can lose money even when a certification service is used. Certification services provided by dishonest coin dealers are often part of fraudulent sales schemes and are intended to mislead consumers. In some instances, even certificates from legitimate services can be misleading. For example, some certification services use looser standards than those generally accepted by dealers in the rare coin market. As a result, the coins they certify may be worth less than other coins of the same grade. There are special pricing publications for coins certified by major services. Before you buy any certified coin, make sure that you check its current value in one of these periodicals. In addition, because grading standards have become more stringent over the years, a coin graded and certified in prior years may be given a lower grade today. Some fraudulent sellers may use an old certificate to mislead you into believing that a coin's grade is accurate. Be sure to check the date of any certificate you are offered and investigate the certification service before you commit to a purchase.

False claims about current value

Some dishonest sellers of rare coins grade their coins accurately, but mislead consumers about the value of their coins. In other words, they overprice their coins, charging significantly more than a coin's actual value even though the coin is accurately graded. For example, they may charge $5,000 for an accurately graded $10 Indian gold piece, which has a current retail value of only $1,750. False claims about value are becoming increasingly common in rare coin fraud. Despite statements to the contrary, there is a great deal of risk in coin investments. If you are not knowledgeable about coins, you may lose all or most of your investment.

False appreciation claims

Dishonest dealers often mislead buyers by quoting appreciation rates for rare coins from an index compiled each year by Salomon Brothers, a New York investment bank. These quotes show appreciation of 12% to 25% a year. However, the Salomon index is based on a list of 20 very rare coins while the coins sold by dishonest dealers are more common coins that are not likely to appreciate at the same rate, if at all. However, almost all dealers, legitimate and dishonest alike, use the Salomon quotes. Therefore, it is particularly important that you choose your dealer carefully. Remember, there is no guarantee that any coin will appreciate in value.

False claims about bullion coins

Technically, bullion coins are not "rare" coins because their values are determined principally by their gold or silver bullion content, rather than by rarity or condition. The best known bullion coins are the U.S. American Eagles, the Canadian Maple Leaf, and the South African Krugerrands. These coins are bought and sold worldwide through banks, brokerage firms, coin dealers, and precious metal dealers, who offer competing prices for the coins. Bullion coin prices change daily depending on the varying prices for gold and silver in the world markets. Fraudulent sellers of bullion coins often overprice their coins, or mislead consumers about the coins' bullion content. When purchasing bullion coins, call several reputable dealers or brokerage firms to compare prices and be sure to ask about any additional transaction or delivery costs. Fraudulent sellers also mislead consumers into buying "coins" that are not really coins at all. Make sure the bullion coins you purchase are not imitation medals created by fraudulent "mints." Some private mints issue bullion pieces with the same design as coins from the U.S. Mint, but in different sizes. To make sure you know what you are buying, your best protection is to study the bullion market before you buy, and to choose your dealer carefully.

You may be approached about coin investing through an unsolicited phone call. Don't commit yourself over the phone.

Where to go for help

If you have a problem with a coin dealer and the dealer has not resolved the problem to your satisfaction, there are a number of places you can go for help. Some dealers will resolve disputes through binding arbitration by an independent third party, usually through one of their professional organizations. Consumer protection agencies, including the Federal Trade Commission, are interested in getting your complaint information to build cases against fraudulent dealers. Although most government offices are not able to resolve individual disputes, they can usually give you sound advice about how to proceed. Most coin organizations can help you if the dealer is a member of their organization. The following list of organizations and government agencies is provided for your information.

Coin organizations:

The **American Numismatic Association** ("ANA") is a nonprofit organization of coin collectors, but many dealers are also members. The ANA provides many educational programs for both novice and experienced collectors. If you have a complaint about an ANA member, you may write to the Association at 818 North Cascade Avenue, Colorado Springs, Colo. 80903.

The **Industry Council for Tangible Assets** ("ICTA") is a trade association for rare coin and bullion dealers. ICTA recently has begun a program to certify coin dealers who meet specified requirements, such as compliance with a code of conduct and submission of unresolved consumer complaints to binding arbitration. If you have a complaint about an ICTA dealer, you may write to ICTA at 25 "E" Street, N.W., Washington, D.C. 20001.

The **Professional Numismatists Guild** ("PNG") is an organization of coin dealers and numismatists. Membership in the PNG is selective; to qualify, a dealer must have a minimum number of years of experience and meet a minimum net worth requirement. The PNG also requires its members to submit to binding arbitration in order to resolve complaints filed by consumers or other dealers. If you have a complaint against a PNG member, you may write to the PNG at P.O. Box 430, Van Nuys, Calif. 91408.

Other agenices:

The **Better Business Bureau** is interested in the business practices of companies in its area. Contact the BBB in the city where the coin dealer is located.

The **State Consumer Protection Agency** or Attorney General's Office may be interested in your complaint information. Contact the state consumer protection agency or the Attorney General's Office in the state where the coin dealer is located.

The **U.S. Postal Inspector** should be contacted if you have a complaint and you ordered, received or paid for your coins through the mail. Postal Inspectors are listed under "Postal Service" in the U.S. Government section of your local phone book.

The **Federal Trade Commission** is interested in receiving your complaint information. Write to "Rare Coins," Federal Trade Commission, 6th & Pennsylvania, N.W., Washington, D.C. 20580.

The World's Best Feet-Inch

Introducing the new and improved Construction Master II™ with many new time- and money-saving features to solve your carpentry problems in seconds.

Now you can solve all your carpentry problems right in feet, inches and any fraction—with the all-new and improved Construction Master II feet-inch calculator.

Like the original, this handheld calculator will save you hours upon hours on any project dealing with dimensions — and put an end to costly errors!

Adds, Subtracts, Multiplies & Divides Any and All Types of Dimensions

You never need to convert to 10ths or 100ths because the new Construction Master II works with dimensions just like you do.

You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], 1 [/] 2. What's more, you can mix any and all fractions (3/8 + 11/32 = 23/32) and combine formats (Feet + Meters + Yards) in your problems— including in square and cubic.

EXAMPLE 1 – ADDING DIMENSIONS/SPACING

Add the following dimensions and then divide by 6 for even spacing:

- *14 ft. 7 in.*
- *9 ft. 4-3/8 in.*
- *122-7/16 in.*
- *3 ft. 0-3/32 in.*

COMMENT	KEYSTROKES
Enter 1st Dim.	14 [FT] 7 [IN]
Add 2nd Dim.	[+] 9 [FT] 4 [IN] 3 [/] 8
Add 3rd Dim.	[+] 122 [IN] 7 [/] 16
Add 4th & Sum	[+] 3 [FT] 3 [/]32 [=]
TOTAL LENGTH: 37 Ft. 1-29/32 In.	
Divide by 6	[÷] 6 [=]
EVEN SPACING: 6 ft. 2-5/16 in.	

Converts Between All Dimension Formats

You can also convert any displayed measurment directly to or from any of the following formats — Feet/Inches, Dec. Feet, Inches, Yards, Board Feet, Meters, Centimeters, Millimeters. It also convert all square and cubic dimensions.

Plus the Construction Master II even tells you the format you're working in— *"Square Feet," "Cubic Yards," etc.* — right on the display.

EXAMPLE 2 – CONVERTING MEASUREMENTS

Convert 22 ft. 8-3/4 in. to 10ths, Inches, Yards, Meters and Centimeters.

COMMENT	KEYSTROKES
Enter Dim.	22 [FT] 8 [IN] 3 [/] 4
Convert to 10ths	[Conv To] [FT]
Answer: 22.72917 Ft.	
Conv. to Inches	[Conv To] [IN]
Answer: 272.75 In.	
Conv. to Yds.	[Conv To] [YDS]
Answer: 7.57639 Yards	
Conv. to Meters	[Conv To] [Meters]
Answer: 6.92785 Meters	
Conv. to CM	[Conv To] [CM]
Answer: 692.785 Centimeters	

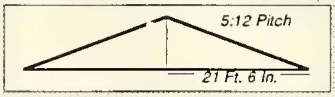
Solves Diagonals, Rafters & Any Right Triangle

You no longer need to tangle with A^2/B^2 because the new Construction Master II solves all right-angle problems in seconds—and right in feet, inches and any fraction.

You simply enter the 2 known sides, and press 1 button to solve for the unknown side. Ideal for squaring-up rooms, finding slopes or pitches, or any stringers.

Rafters are even easier, since you only need to enter 1 side and the Pitch to find your Common — and 1 more button gives you the adjacent Hip or Valley. Jack rafters take only a few buttons more.

EXAMPLE 3 – FINDING RAFTER LENGTHS



You're working on a roof with 5:12 pitch and a run of 21 ft. 6 in. Find the point-to-point rafter length for the Common and an adjacent Hip or Valley.

COMMENT	KEYSTROKES
Enter Run	21 [FT] 6 [IN] [RUN]
Enter Pitch	5 [IN] [PITCH]
Find Common	[Diagonal]
COMMON RAFTER: 23 Ft. 3-1/2 In.	
Find Hip/Valley	[Hip/Valley]
HIP/VAL. RAFTER: 31-8-3/8 In.	

Note: You would still have your ridge and overhang adjustment. Also solves jack rafters, too.

New & Improved Lumber/ Board Feet Program

With the new and improved Lumber program you have many more lumber functions. You can figure board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet.

What's more, you can convert between board feet and other dimensions with the touch of a button.

EXAMPLE 4 – BOARD FEET

Find the total board feet in the following boards:

125 pcs.	*— 2x4x8*
75	*— 1x10x16*
25	*— 4x8x12*

COMMENT	KEYSTROKES
Enter 1st board	2 [BY] 4 [BY] 8
Mult. by # pcs.	[x] 125 [M+] *666.25*
Enter 2nd board	1 [BY] 10 [BY] 16
Mult. by # pcs.	[x] 75 [M+] *999.75*
Enter 3rd board	4 [BY] 8 [BY] 12
Mult. by # pcs.	[x] 25 [M+] *800*
Recall Memory for Total	[M-R/C]
TOTAL BOARD FEET: 2466 Bd. Ft.	

Complete Material Estimating

Now you can quickly figure the unit price or total cost for any material— including waste and/or compaction factors. With the new Unit Price key you simply multiply your dimension value — cubic yards, lineal feet, board feet — by its cost. The display even shows you a dollar sign ($).

EXAMPLE 5 – MATERIAL ESTIMATING (UNIT COST)

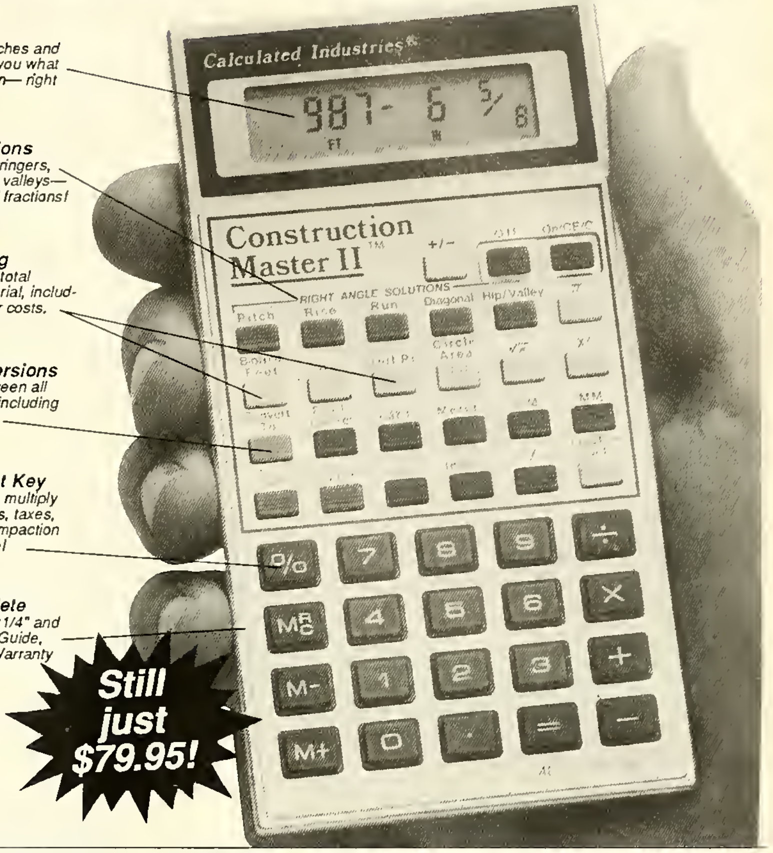
You're going to pour a patio 14 ft. 6 in. by 16 ft. by 4 in. (deep). If concrete cost $33/cu. yd., how much will this cost if you allow 15% for waste.

COMMENT	KEYSTROKES
Enter Length	14 [FT] 6 [IN]
Mult. by Width	[x] [16] [FT]
Mult. by Depth	[x] 4 [IN] [=] 77.3 Cu. Ft.
Convert Yards	[Conv To] [YDS]
Answer: 2.864198 Cu. Yds.	
Add waste	[+] 15 [%]
Answer: 3.293827 Cu. Yds.	
Mult. by Unit Pr.	[x] 33 [Unit Pr.] [=]
Answer: $108.69	

Calculator Just Got Better!

Compare for Yourself!

Works & Converts Directly in:	Old CM	NEW CM II
Feet-Inch-Fraction	Yes	Yes
Dec. Feet (10ths, 100ths)	Yes	Yes
Inches	Yes	Yes
Yards	Yes	Yes
Meters	Yes	Yes
Centimeters	No	Yes
Millimeters	No	Yes
Board Feet	No	Yes
All Square Areas	Yes	Yes
All Cubic Volumes	Yes	Yes
Built-in Right-Angle Solutions	**Old CM**	**NEW CM II**
Enter Pitch, Rise, Run, Diagonal	Yes	Yes
Calculate Pitch	No	Yes
Calculate Rise & Run	Yes	Yes
Calculate Slope/Diagonal	Yes	Yes
Hip/Valley Rafter Key	No	Yes
Other Built-in Solutions	**Old CM**	**NEW CM II**
Board Feet Estimating	Yes	Yes
Board Feet Cost Estimating	Yes	Yes
Other Material Estimating	No	Yes
Circle Area Program	No	Yes
General Calculator Features	**Old CM**	**NEW CM II**
Basic Math Functions	Yes	Yes
User Memory	Limited	Yes
4-Function % (+, −, x, ÷)	No	Yes
Change Sign (+/−)	No	Yes
Pi (π)	No	Yes
X-Squared	No	Yes
Square-Root	No	Yes
User-Selected Fraction Setting	No	Yes
Long-Life Batteries	2-Incl.	2-Incl.
Battery-Saving Auto Shut-Off	Yes	Yes
Illustrated User's Guide	Yes	Yes
Sturdy Vinyl Case	Yes	Yes
Opt. Leather Case w/ Initials	Yes	Yes
Warranty	1 Year	1 Year
Money-Back Guarantee	14 Days	30 Days
Price	$79.95	$79.95



Works *right in feet-inches and fractions! Plus, it tells you what format you're working in— right on the display!*

Right-Angle Solutions
Automatically solves stringers, rafters—even hips and valleys—right in feet-inches and fractions!

Material Estimating
Quickly find the unit or total dollar cost of any material, including Board-Feet Lumber costs.

One-Button Conversions
Instantly converts between all dimensional formats—including in square and cubic!

4-Function Percent Key
Lets you add, subtract, multiply and divide for mark-ups, taxes, discounts, waste or compaction factors and much more!

Compact & Complete
Measures 2-3/4x5-1/4x1/4" and includes Case, User's Guide, Batteries and 1-Year Warranty

Read What This Builder Said About the Original Construction Master—Before *We Improved It!*

"It's Great! Finally *we can get the correct total with fractions the first time through!"* —CHUCK LEVDAR, BLACK OAK INC., SAUSALITO, CA.

Now with Square Root, X², Percent, π and More...

Plus, the new Construction Master II also has all the built-in utility programs needed to save you even more time—**Square Root, X², π, +/−, %,** and user-selected **Fraction-Setting**—in addition to **Memory** and battery-saving **Auto Shut-Off.**

It even has a one-button program that let's you instantly find the area of a circle for columns or post holes or any circular area. Simply put in the diameter and press the **Circle Area** button.

Call Toll-Free Anytime:
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(In Calif., 1-800-231-0546)

Calculated Industries, Inc.
22720 Savi Ranch Parkway
Yorba Linda, CA 92686

IMPORTANT NOTICE: *Don't be fooled by imitations. Now you can get the new and improved version of the original feet-inch calculator used by thousands of carpentry professionals.*

Order Risk-Free Today!

What's more, the new Construction Master II comes complete with 2-Yr. batteries, User's Guide, carrying case and full 1-Year Warranty.

To order your *new* Construction Master II Risk-Free for 30 Days—*at the same low $79.95 price as the original*—simply return the coupon below or call Toll-Free 24 hours every day:

1-800-854-8075
(In Calif., 1-800-231-0546)

Start saving time and put an end to costly errors, order your all-new and improved Construction Master II feet-inch calculator today!

100% RISK-FREE 30-DAY Money-Back Guarantee!

If for any reason you are not 100% delighted, return your calculator within 30 days for a full, no-questions-asked refund.

Your complete satisfaction is our #1 concern.

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Toll-Free 24 Hrs. 7 Days
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(Calif. 1-800-231-0546)

Please rush the following order:

Qty.		Price	Shipping	Total
	Construction Master II	$79.95	$3.50 each calc.	$
	Leather case	$10.00	☐ Brown ☐ Burgundy	$
	Gold Initials	$1 per initial	__|__|__|__	$
	Leather Tool-Belt Case	$14.95	Free shpg. w/calc.	$

**Please Note: Leather cases with initials are, of course, not returnable.*

Calif. residents 6% tax $______

TOTAL $______

Name ______________________________

Address ______________________________

City/St/Zip______________________________

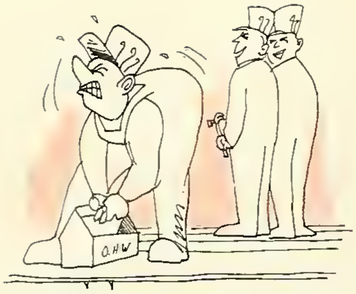
Qty. Discounts
5+ $74.95 ea.
Shpg. FREE

☐ Check ☐ VISA ☐ MasterCard

Account # ____________________ Exp Date ___/___

Sign Here ____________________

CP-1188



PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

MARRIED HANDICAP

A very short man married a widow who was much taller and larger. A few weeks after the wedding one of his friends noticed his glum look.

Friend: "What's the matter? Isn't your wife agreeable?"

Man: "She's kindness itself."

Friend: "Isn't she a good housekeeper?"

Man: "None better in the world."

Friend: "Then what's the matter?"

Man: "I'd be perfectly happy if people would stop calling me 'the widow's mite.' "

REGISTER AND VOTE

PREMIUM PERFORMANCE

"What I mean is," explained the insurance salesman to a prospect, "how would your wife carry on if you should die?"

"Well," answered the prospect, "I don't reckon that's any concern o' mine—so long as she behaves herself while I'm alive."

STUMP REHEARSAL

Two veteran political stump speakers were discussing the perils of campaigning.

"Don't you just hate hecklers?" asked one of the spellbinders.

The other man laughed.

"No," he replied, "not if I can rehearse 'em properly."

BUY U.S. AND CANADIAN

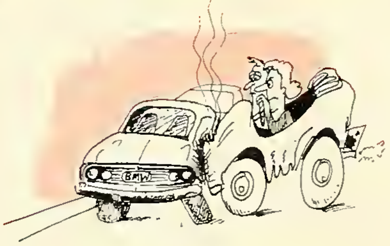
THE PROOF

"He said, your honor, that I was no cook," sobbed a wife during a divorce action.

"And what did you do then?" asked the judge.

"I hit him with the can-opener."

SHOW YOUR BUMPER STICKER



CHEAP CRASH PLEASE

An insurance claim agent was teaching his wife to drive when the brakes failed on a steep grade.

"I can't stop," she screamed. "What should I do?"

"Brace yourself," advised her husband, "and try to hit something cheap."

ADOPT A LUMBER COMPANY

IN BETWEEN

A continental pianist was engaged as accompanist to an amateur whose voice was always out of tune.

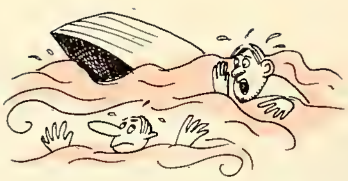
At last the time came when the maestro threw up his hands. "Madam," he said, "I giff up der chob. I play der black notes, I play der white notes—and always you sing in der cracks."

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

There once was a lady named Lettie
Who never learned to cook spaghetti.
She put on a sarong
and did a little song and
Married a cook named Alfretti.

—Robert L. Arter
Local 735, Mansfield, Ohio



SWIM SOUNDS

Two business partners went fishing in a small rowboat. Suddenly a storm blew up and the boat capsized. One of the men began to swim but his partner floundered helplessly.

"John," the swimmer called to the sinking man, "can you float alone?"

"My gosh," cried John, "I'm drowning and you want to talk business!"

BE AN ACTIVE MEMBER

BE QUICK

Attorney: What did you say when you saw the automobile approach the railroad tracks?

Watchman: I said: "that is a fine car, wasn't it."

BOYCOTT L-P PRODUCTS

FOWL DRESSING

Butcher: "Shall I dress the turkey for you madam?"

Mrs. Newed: "No, because there is no telling what they may be wearing two days from now, and I wouldn't want to be out of style."

ATTEND LOCAL MEETINGS

MARRIAGE ROAD

The shipping clerk had a sad look on his face for several days. Finally, his boss asked: "What's wrong, Sam? You look like you lost your best friend."

"It's my wife," Sam answered. "I think she wants me to get out."

"What gives you that crazy idea?"

"Oh, it's just happened in the last week," Sam replied. "But during that time, every day she wraps my lunch in a road map."

USE UNION SERVICES

TWILIGHT PORTRAIT

"Oh, my dear, I've heard from someone that your husband walks in his sleep!"

"He does, but it's all right; he's so lazy that he lies down after a few yards."

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

TAMPA, FLA.

During a recent luncheon, business agents of Local 140, Tampa, Fla., honored members with 50 or more years of service. Members received pins, gold membership cards, a carpenters watch and a Local 140 hat.

Front row, George Bieber, T.L. Carlton, A.O. Findlay, Tedie Croomer, Barney Holt, Clarence Lord and Daniel Petrucelli, were honored for 50 years of service.

Second row, Walter Knecht, 65 years; Edward Lamorder, 55 years; Ralph Minella, 65 years; Floyd Parker, 55 years; Emerson Vanness, 50 years; Alfred Walker, 50 years; Charles Yankovich, 50 years; and Elmer Jones, retired business agent.

Back row, Marvin Robinson, retired business agent; Carmen Cannella, business agent; Joe Narkiewicz, president; Larry Jones, business manager; Randall Carter, business agent; and Brian Blair, business agent.

Tampa, Fla.

MINNEAPOLIS, MINN.

Lathers Local 190 honored members with 40 or more years of service and recognized its distinguished members during a recent banquet.

Photo 1: Steve Fitzel, 50-year member.

Photo 2: Fred Henry, 40-year member.

Photo 3: 40-year members were, front, Harold Swerdfiger, Al Koppi, Richard Johnson, Arnold Blank, George Linn and Peter Kopilchak.

Back row, also present were Walter Hannes, William Sutherland, James Barber, Matthew Bariza, Richard Wilkie, Charles Gruenberg, Lewis Thornburg, Twin Cities Carpenters District Council Member Clayton Grimes, Lather and former President of the Minnesota AFL-CIO Clarence Prestemon and Local 190 Business Representative John Orr.

Photo 4: Honorary memberships were given to General Representative Russell Domino and Harry Blue and Clayton Grimes of the Twin Cities Carpenters District Council.

Photo 5: Alice and Walter Hannes were given a distinguished service award in appreciation for Hannes' 25 years of service as recording secretary.

Hannes was given a plaque for his contributions to the labor movement from Bernie Brommer, secretary-treasurer of the Minnesota AFL-CIO. In addition, he was also presented with a formal proclamation from Gov. Rudy Perpich which declared April 30, 1988, as Walter Hannes Day. The proclamation was presented to him by former speaker of the Minnesota House of Representatives Harry Sieben.

Minneapolis, Minn. Photo 1

Minneapolis, Minn. Photo 2

Minneapolis, Minn. Photo 3

Minneapolis, Minn. Photo 4

Minneapolis, Minn. Photo 5

PITTSBURGH, PA.

Members with 50 years of service to the brotherhood were honored at Local 1160's 50th anniversary party. Approximately 450 people attended the gala event which was held at the Sheraton Station Square in Pittsburgh.

The foundation of the local can be traced back to 300 shop men who took the Brotherhood oath in April 1937. These men held their first meeting in May 1937.

In 1956 a health and welfare plan was established, followed by retirement benefits in 1958. In 1968 the apprenticeship training program was founded and continues to serve the trade today. Nearly 200 members of Local 2874 merged with Local 1160 in April 1977, and today Local 1160 is one of the largest locals in the District Council of Western Pennsylvania.

Honored at the ceremony were, front, Edward J. Drozynski, John J. Drozynski, Raymond A. Cronin Sr., Constantine E. Kulwicki, Edward Balawejder, Frank Samuel and Julius Bova.

Back row, William F. Mahoney, Lawrence Kappert, John Nabelek, Frank Niespodzianski, Otello J. Ricci, Terzo W. Santini, Otto R. Sieber and Earl A. Bauer.

Those not attending were Louis Frankowski, Anthony J. Grzegorczyk, Conrad A. Losekamp, Sylvester Pindroh, Carl Puerzer and Robert Ulrich.

Pittsburgh, Pa.

OF CARPENTERS & JOINERS
OF AMERICA — SASKATOON
#1985
Province of Saskatchewan

PROVINCE OF SASKATCHEWAN

During the 13th Annual Pin Presentation and Dinner Dance, service pins and plaques were awarded to longstanding members of Local 1985.

Honored members, local officers and their wives pose for a picture. Front row, names of wives not included, Peter Leniuk, 35 years; Harold Donald, 25 years; and Emil Kaminski, 40 years.

Back row, Leo Fritz, general representative; John Warkentin, 35 years; Peter Miller, 25 years; Lorance Labbie, 35 years; Henry Neufeldt, 35 years; Bob Todd, business representative; and Ken Engel, assistant business representative.

Honored but not shown were Peter Brandt, 25 years; Albert Kuncher, 25 years; Walter Weiss, 25 years; Matthew Denesyk, 30 years; Hendrikus Sweers, 30 years; Glen Reap, 35 years; Henry Spooner, 35 years; Leo Klaudt, 40 years; Jacob Peters, 40 years; and Andrew Friedrich, 45 years.

CLINTON, IOWA

Members of Local 772 were recently honored at a service pin awards dinner at the Eagle Club in Clinton, Iowa.

Photo 1: Front row, Wayne Keel, 42 years; Marion Maika, 31 years; Herman Koenes, 47 years; Edward Milder, 46 years; and Glen Goodell, 31 years.

Back row, Carman Eckman, 24 years; Wilbur Miller, 23 years; Duane Lord, 39 years; Gene Ladehoff, 23 years; Jim Damhoff, 42 years; Emil Yopst, 42 years; Dave Haring, 26 years; and Larry Greenwalt, 42 years.

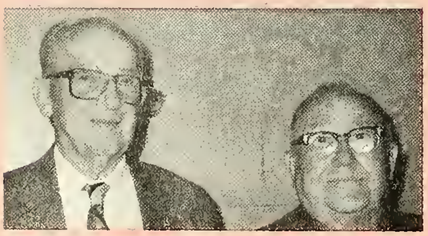
Photo 2: Herman Koenes, 47 years; and Edwards Milder, 46 years.

Photo 3: Executive board members and officers honored were, front, Donald Hansen, 14 years, trustee; Phillip DeWeerdt, 15 years, conductor; Dave Porter, 20 years, president; Larry Petersen, 14 years, recording secretary; and Kenneth Roeder, 14 years, treasurer.

Back row, Kenneth Jensen, 22 years, trustee; Richard Goddard, 32 years, trustee; Donald Bailey, 19 years, warden; Del Nagel, 32 years, vice president; and James Krava, 13 years, financial secretary.

Clinton, Iowa—Photo 1

Clinton, Iowa—Photo 3


Clinton, Iowa—Photo 2

WAUKESHA, WIS.

Brother Olaf Thommsen, former member of Local 1314, was three months short of having 75 years of continuous service to the Brotherhood when he passed away at age 96.

As a memorial, we honor Brother Thommeson for many fine years of service.

Thommeson

SAN LUIS OBISPO, CALIF.

Service pins were awarded to members of Local 1632 during a recent ceremony.

Photo 1: 45-year members were, front, James Gilliland and Claude L. Waller.

Back row, Jack McVay, L.V. Robinson and William E. Moore Jr.

Photo 2: Honored for 40 years of service were, front, Pearl Morris and Felix Valles.

Back row, James C. Dubel, Paul E. Bulkley, Adam Heinbaugh and Fred Ammon.

Photo 3: 35-year members, front, Clarence L. Mallory, Virgil G. Waken, Hoyte J. Handlin and 30-year member Harold Whiting.

Back row, Jay Melton, Alcides N. Coelho and E.C. Pennington, 35-year members.

Photo 4: Jerry L. Swanson and Carl J. Grilli, 25-year members.

San Luis Obispo, Calif.—Photo 1

San Luis Obispo, Calif.—Photo 2

San Luis Obispo, Calif.—Photo 3

San Luis Obispo, Calif.—Photo 4

Des Moines—Photo 1

Photo 2

Des, Moines, Iowa—Photo 3

DES MOINES, IOWA

Local 106, Des Moines, Iowa, hosted a pin presentation party to honor members for their longstanding service.

Photo 1: Henry Ehm, 55-year member.

Photo 2: August Rassmusen, 55-year member.

Photo 3: 40-year members Charles Elston and Harry Godfrey.

Photo 4: Honored for 30 years of service were Burdette Cochran, Richard Felse, Merrill Seehorn and James Roth.

Photo 5: James Holmes, 25-year member.

Des, Moines, Iowa—Photo 4

Photo 5

GOLDEN, COLO.

Local 1396 honored members with 25 or more years of service during their annual pin presentation ceremony.

Photo 1: 40-year members were Hal Williamson, Eugene Rutherford, Edward Harritt, Arden Windley, Eugene Jenkins and James Pooley.

Photo 2: Honored for 35 years of service were Floyd Hitchcock, James Olin, George Hogan and Jack Nagode.

Photo 3: Leo Vera, Paul Fohs, David Watts and Elmer Frink, 30-year members.

Photo 4: 25-year members were Marvin Cowam, Jack Dalman, Leslie Stacy, Dominic DiCiero, James Lefforge, Wallace Eggleston, E. Roger Washburn and Ben Baker.

Golden, Colo.—Photo 1

Golden, Colo.—Photo 2

Golden, Colo.—Photo 3

Golden, Colo.—Photo 4

CHARLESTOWN, W. VA.

Members of Local 1207 were honored during an annual service pin award ceremony.

Members honored were, front, Fred Thomas, 25 years; Harold Cochran, 30 years; Robert Sutphin, financial secretary and business representative; Calvin Martin, 30 years; Roy Simons, 45 years; and George Amos, 40 years.

Back row, William Wilson, 40 years; J.A. Eades, 50 years; Wiley Morgan, 40 years; Woodrow Pyles, 40 years; and Emory Mahoney, 35 years.

Charlestown, W.Va.

CLARKSBURG, W. VA.

Second District Board Member George Walish, International Business Representative Everett Sullivan and District Council Business Representative Larry Linch presented pins to members of Local 476 who had accumulated 20 or more years of service.

Harley Nutter was honored for 65 years of service but was unable to attend.

Photo 1: Kenneth VanGilder and Tory McClain, 50-year members.

Photo 2: 45-year members John Bosworth, John Bruffey, Norman Burkey, Manuel Lauderman and Daril Stalnaker with Linch.

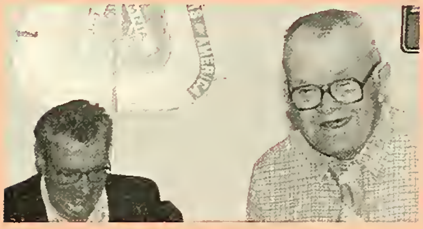
Photo 3: Honored members John Fultz, Romeo Gatrell, Russell Lake, Aubrey McKisic, Larney Radtore, William Schetzel and Dominick Urso with 40 years of service are shown with Walish and Linch.

Photo 4: 35-year members Salvatore Filippine, Joseph Hugus and Elwood Riffe with Walish.

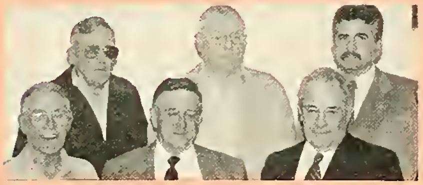
Photo 5: Ben Cayton, Robert Dowell, Frank Dzielski and Joseph Price, 30-year members.

Photo 6: 25-year members John Bennett, Jimmie Coakley, John Horner, Dale Prunty, Robert Stevens, Ross White and Franklin Wolfe with Walish.

Photo 7: 20-year members Calvin Brandenburg, Dennis Burnside, Glenn Burr, Ronald Burr, David Clemens, Floyd Cowger, Paul Davisson, Willard DeMastes, Walter Flanigan, Stephen Harlow, Richard Haught, Richard Hayes, James Lambert, Charles Lothes, James Oerly, Joseph Perkins, Kenneth Satterfield, Vernon Toothman, Henry Valentine and Kenneth VanGilder with Walish and Linch.


Clarksburg, W.Va.—Photo 1

Clarksburg, W.Va.—Photo 6


Clarksburg, W.Va.—Photo 2

Clarksburg, W.Va.—Photo 7

Clarksburg, W.Va.—Photo 3

Clarksburg, W.Va.—Photo 4

Clarksburg, W.Va.—Photo 5

EUGENE, ORE.

Local 1273, Eugene, Ore., honored its members during a recent service pin ceremony.

Photo 1: E.R. Stevenson, 55 years; and A.P. Stevenson, 50 years.

Photo 2: Front, 50-year members E.O. (Toby) Peoples, David Pitts, A.R. Stevenson and Edward Relyea.

Back row, Recording Secretary Donald E. Smith, 40 years.

Photo 3: 45-year members were, front, Fay Teare, J.B. McElhaney, Darwin Force, Les Facer and Harry Rinnert.

Back row, Charles Harbaugh, Elbert Hixson and R.R. Henderson.

Photo 4: Honored for 40 years of service were, front, Paul Haxby, John Northway, John Robertson and Paul Dragoo.

Back row, Herbert Lund and Richard Coady.

Photo 5: Harold Stevenson, 40-year member.

Photo 6: James T. Witt, Paul Beechick, Wendell Bott and George Schafer, 35-year members.

Back row, Financial Secretary and Business Representative Emsley W. Curtis, 30-year member.

Photo 7: Honored members with 30 years of service were, front, Edward Hodges, Alvin Jackson, George Cook and Carl Jacobson.

Back row, Kelley (Jack) Rice, Richard Morris and Dwane Richardson.

Photo 8: 25-year members were, front, Bruce Witmer, Willard Baker, Rex Lambert, Bert Hamilton and Charles Taylor.

Back row, Gilbert Hopper, Clayton Ralston, Charles Dillin and Kenneth Wilson.

Continued, next page

Eugene, Ore.—Photo 5

Eugene, Ore.—Photo 1

Eugene, Ore.—Photo 2

Eugene, Ore.—Photo 3

Eugene, Ore.—Photo 4

EUGENE, ORE., *continued*

Eugene, Ore.—Photo 6

Eugene, Ore.—Photo 7

Eugene, Ore.—Photo 8

ST. PAUL, MINN.

Local 87 recently held a combined 1987–1988 pin celebration to honor members with 25, 35 and 50 years of service.

Photo 1: 50-year members in 1987 were, front, Christian Rasmussen, John Nelson, Norman Waage and Elof Edlund.

Back row, Johan Sunne, Howard Christensen and Anthony Tempest.

Photo 2: 50-year members in 1988 were, front, Alvin Leier, Henry Johnson and Ernest Roberts.

Back row, John Murphy and Donald Hill.

Photo 3: 35-year members in 1987 were, front, Marvin Dengerud, Joseph Landrum and Richard Hotch.

Back row, Richard Johnson, Floyd Vermeersch and Leonard McMillin.

Photo 4: 35-year members in 1988 were, front, Paul Byers, Donald Tessier, John Hoff, Milton Anderson, Walter Witzke, Theodore Hanegraaf and Hoyt Curtis.

Back row, Joseph Taney, Harold Kuehl, Donald VanDusartz, Willard Lundblade, Roger Oppegard, Junior Bonitz, Joseph Wencel and Sterling Polyak.

Photo 5: Honored members with 25 years of service in 1987 were, front, James Dunn, Armen Tufenk, Gerald Boleen, Bernard Kirchberg, Robert Schneider, Harold Manselle, Harold Sonnek and Lawrence Suchy.

Back row, Jeffrey Stanway, Joseph Griesgraber, Raymond Franek, Earling Oleson, Lawrence Dill, Donald Nasman and Allan Syverson.

Photo 6: 25-year members in 1988 were, front, Joseph Forliti, David Klemmensen, Raymond Hahn, Donald Motz, John Michels, Leon Henrickson, Anthony Niemczyk and Stanley Cina.

Back row, John Califano, Joseph Urbanski, Orville Anderson, Marvin Meyer, James Revoir, Lloyd Rossa, Ron Neujahr, Paul Lange and Carl Peterson.

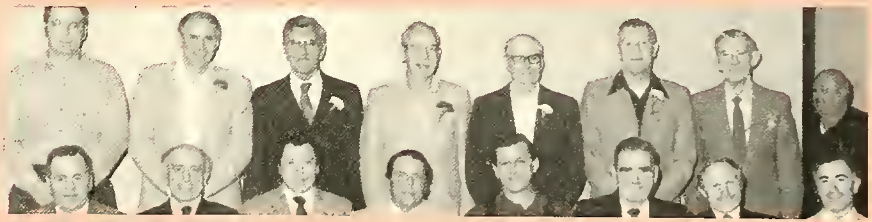
For "Service To The Brotherhood" please identify members carefully, from left to right, printing or typing the names to ensure readability. Prints can be black and white or color as long as they are sharp and in focus. Send material to CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

St. Paul, Minn.—Photo 1

St. Paul, Minn.—Photo 2

St. Paul, Minn.—Photo 3

St. Paul, Minn.—Photo 4


St. Paul, Minn.—Photo 5

St. Paul, Minn.—Photo 6

IN MEMORIAM

The following list of 1,027 deceased members and spouses represents a total of $1,860,102.89 death claims paid in August 1988; (s) following name in listing indicates spouse of member.

Local Union, City

1 **Chicago, IL**—Aloizy Matusiak, Harry Swartz, John Mikelaitis, Joseph Wales Sullivan.
2 **Cincinnati, OH**—Elmer Hamlin, Irene Lucking (s).
3 **Wheeling, WV**—Kenneth B. Emery.
5 **St. Louis, MO**—Caroline Steck (s), Howard W. Sanders.
6 **Hudson County, NJ**—Cornelius J. Bos, John J. Schult Jr., Joseph G. Derosa, Joseph Mirocco, Lewis A. Hallam, Robert J. Mostyn, Walter F. Richards.
8 **Philadelphia, PA**—Lena M. Chiaro (s), Mildred K. Stover (s), Patrick J. Walsh, Roseanna T. Klinke (s).
9 **Buffalo, NY**—Michael Messina, Victor L. Saunders.
12 **Syracuse, NY**—Helen F. Wilson (s), William F. Vogan.
13 **Chicago, IL**—John J. Rossi.
14 **San Antonio, TX**—Abay Vizena, Ann A. Zitelman (s), Emanuel W. Schomberg, Pedro B. Huizar, Phillip C. Trammell.
16 **Springfield, IL**—Earl Dean Baum, George H. Rose.
17 **Bronx, NY**—Aino K. Nordquist (s), Arturo Masotti, Edward Antonucci, Joseph Napolitano, Louie Thompsen, Sidney Fetner.
20 **New York, NY**—Michael Wagner.
21 **Cleveland, OH**—Aron Drost, Cleland H. Miller, Mae C. Hodge (s), Samuel Ellis.
22 **San Francisco, CA**—Bernice Lawhorn (s), David Arnott, Fred S. Horst, James D. Guiney, Joseph S. Sousa.
24 **Central CT**—Donald V. Rediker, Frederick Peirson, Winifred Tomlinson (s).
25 **Los Angeles, CA**—Christopher Christopherson, Herman H. Kreuzer.
27 **Toronto, Ont., CAN**—Nick Tersigni.
31 **Trenton, NJ**—Joseph R. Castello.
34 **Oakland, CA**—Edward Spencer Presnell, Robert Lee McDeid.
35 **San Rafael, CA**—Gerald Mouchka, Odessa Bisio (s).
36 **Oakland, CA**—Ara E. Astor, Frank Leroy Strange, Gifford B. Fowle, Heinrich Schuster, Helen Lucille Erickson (s), Joseph Militello, Macario Torres, Ralph E. Cleveland, Sidney M. White, Tinus Nels Hanson.
40 **Boston, MA**—Alexander R. Sabol, Channing E. Smith, Paul J. Labbe.
42 **San Francisco, CA**—Benoit August Buyáert.
47 **St. Louis, MO**—Edith E. Lorey (s), John Emil Strippgen.
48 **Fitchburg, MA**—Peter Giammalvo.
49 **Lowell, MA**—Angela A. Magnant (s), Ernest Fagan.
50 **Knoxville, TN**—Alene Mottern (s), Dorothy P. Foatman (s), James H. Wear, Omar L. Ball, Samuel Taylor Williford, Stella M. McInturff (s).
53 **White Plains, NY**—Brunhilda Manganello (s).
54 **Chicago, IL**—John Giecus, Mary Derosa (s), Max Ullrich, Stanislaw Kic, Walter Schwebl.
55 **Denver, CO**—Donald Mayberry, Herman Z. Mosley, Manford E. Noble.
58 **Chicago, IL**—Eugenie Galas (s), Gustav Hallongren, Michael J. Dorin, Oliver Halfyard, Oscar G. Johnson, Sivert von Wachenfeldt.
60 **Indianapolis, IN**—Richard H. Smith.
61 **Kansas City, MO**—Everleigh D. Markham, Gordon V. McDonald, Helen M. Goode (s), Leo J. Madison, Robert T. Payne, Roger Mengoni.
62 **Chicago, IL**—Astrid K. Olafson (s), Michael Duggan, Sylvester Stelmachowski.
63 **Bloomington, IL**—Frederick E. Bornder.
64 **Louisville, KY**—Charles D. Thompson, Leighton Maris, William R. Markert.
65 **Perth Amboy, NJ**—Norman Laricy.
66 **Olean, NY**—Dorothy E. Olmstead (s).
67 **Boston, MA**—Dorothy Gertrude Polson (s), Fred A. Wentzell, Helen L. Estano (s).
69 **Canton, OH**—Dwight A. Sell, Harry R. Kiehl.
73 **St. Louis, MO**—Gerrold D. West.
74 **Chattanooga, TN**—Lenord O. Maples, Leonard F. Card.
76 **Hazelton, PA**—Charles R. Marshall.
80 **Chicago, IL**—Chester R. Taylor, Clarence Adolph, Martin A. Conroy, Oscar A. Johnson.
81 **Erie, PA**—Arthur C. Rowe.
85 **Rochester, NY**—Anastasia Matichyn (s), Anna M. Yantachka (s), Evelyn L. Adams (s), Lauretta A. Kostecke (s), Louis E. Long, Robert S. Howie.
87 **St. Paul, MN**—Alf Richard Westerlund, Luther G. Ranum, Rudolph E. Helm, Warren Arend.
89 **Mobile, AL**—William W. Arrington.
90 **Evansville, IN**—Charles B. Froelich Jr., Doris L. Knight, Thurman B. Harris.
94 **Providence, RI**—Albert Bilodeau, Albert Didonato.
95 **Cleveland & Lake Co., OH**—Arthur Schneider, Doris E. Rogers (s), John Hans Ott, Joseph R. Sterle, Jounita Parobek (s), Laszlo Varga, Tracy E. Ruggles, Vane L. Ruffner.
98 **Spokane, WA**—Henry F. Secrest.
100 **Muskegon, MI**—Kenneth Nykerk.
101 **Baltimore, MD**—Albert G. Dieter, Arthur Vonbehren, Edmond B. Diehl, Gary Lee Talbott, Joseph P. Wiley, Malcolm C. Dodd, Robert Lee Dean.
102 **Oakland, CA**—Van M Morgan.
104 **Dayton, OH**—Elaine A. Amburgey (s), Sewell Smith.
106 **Des Moines, IA**—Hazel Irene Hall (s), James Y. Morgan, John Bidwell.
108 **Springfield, MA**—Aimi B. Gauthier, Marie Antoinette Cormier (s), Stanley Makarewicz.

Local Union, City

109 **Sheffield, AL**—Jesse P. Hooie.
110 **St. Joseph, MO**—Harry V. Lewis.
114 **East Detroit, MI**—Charles Braun, John F. Michalski.
118 **Detroit, MI**—Basil D. Pope, Belvie Jewell Jones (s), Elizabeth Farmer (s), Everett E. Wilson, George Burin Sr., Herbert Knoblauch, James R. Clement, James W. Parker, John B. Glovak, John Caba, John Caldwell, John J. Flora, Leroy Lewis, Lisa A. Into (s), Versal Washburn.
120 **Utica, NY**—Nicholas R. Paternoster, Paul Lucci, Richard E. Brown.
123 **Broward Co., FL**—Earl B. Melcher, Irvin Fowler, Jesse T. Smith, Nathan Lee Duncan, Vivian R. Depew (s).
124 **Passaic, NJ**—Heije Kuyper.
125 **Miami, FL**—Edward F. Coffey, Emil K. Kuebler, Eugene H. Palumbo, George E. Butler, George S. Mendheim, Herman H. Shermer, Leonard L. Cannington, Roy L. Hilliard, William Eben Plude.
126 **Cincinnati, OH**—Charles A. Chapman, Frank B. Biehle Sr., Vance M. Maye.
127 **Birmingham, AL**—Margaret Ruth Jones (s), Norman L. Rayfield, Stephen C. Jones Jr.
128 **St. Albans, WV**—Charles W. Griffith.
130 **Palm Beach, FL**—Arleigh J. Roberts, Charles C. Nowling, Raymond B. Bushman, Ruth M. Hills (s), Thomas Nicander.
131 **Seattle, WA**—Adeline Elise Nelson (s), Andy V. Wetterauer, Arnold Hadford, Berger Christiansen, Clarence J. Sylliaasen, George H. Nelson, Harold L. Nelson, Henry N. Benneck, Martin Mickelson.
132 **Washington, DC**—Alice L. E. Perry (s), Charlotta Bryden (s), Joseph C. Bumgardner, McWelch Jones, Willis L. Griffin.
134 **Montreal, Que., CAN**—Romeo Begin, Tancrede Faucher.
140 **Tampa, FL**—Bernard C. Dobbins, Michael Hoperich Sr., Robert Hazel Williams.
141 **Chicago, IL**—Neal McCollam, Paul Pearson.
142 **Pittsburgh, PA**—Emil H. Franke, Ethel C. Randall (s), Fred McCloughan.
144 **Macon, GA**—James Cone Doty Sr., John L. Jackson, Walter Lamar Williams.
149 **Tarrytown, NY**—James Ritchie.
152 **Contra Costa Co., CA**—Jeff M. Mitchell.
162 **San Mateo, CA**—Angus Watson Burton, Laudious V. Lemons, Marjorie E. Klink (s).
163 **Peekskill, NY**—Arthur E. Schmitz.
169 **East St. Louis, IL**—Adeline Johnson (s), George Wayne Frazer, James Martin, Russell E. Whittaker.
171 **Youngstown, OH**—Harold Muir, Levis S. Coler.
174 **Joliet, IL**—Joseph F. Ambrose Sr., Lloyd Guilfoyle.
180 **Vallejo, CA**—Barbara M. Alberts (s), Charles Bacchus, Dallas Walter Shreffler, James R. Bennett.
181 **Chicago, IL**—Joseph R. Staalsen, Linus Gerst, Torleif Strand, Walter M. Johnson.
183 **Peoria, IL**—Guy C. Hasten, John C. Wieda Sr., Kenneth R. Sharp, Louis J. Dray, Louis S. Hodge.
184 **Salt Lake City, UT**—Emily H. Michaelis (s), Harry Burtoft, Martin Parkin, Mildred J. Otis (s).
185 **St. Louis, MO**—Betty Lou Vincent (s), Francis M. Wilson, Jimmie Vincent Sr.
186 **Steubenville, OH**—Charles W. Schnelle.
188 **Yonkers, NY**—Angelo J. Cipriano, John Weinlein, Joseph L. Lennox Sr., Mary Luchkowec (s).
189 **Quincy, IL**—Dorothy Stephens (s), Edna L. Jeffries (s), Lloyd O. Garner.
191 **York, PA**—Edgar L. Altland.
195 **Peru, IL**—Alden Guynn, Florence Williams (s), Irene Koch (s).
200 **Columbus, OH**—Paul R. Carmean.
203 **Poughkeepsie, NY**—Algot Holmstrom.
209 **San Fernando Valley, CA**—James W. Hollman, Norman J. Roth.
210 **Stamford, CT**—Grace Benson (s), Hilda Fagerholm (s), John Hanecak, Stephen B. Gergely.
212 **Cleveland, OH**—Edward C. Pinch, John Hrusch, Juozas Liuima, Russell Lester Bracken, Walter T. Zdunczyk, Wilbur Slater.
218 **Boston, MA**—Frank O. Spinney.
223 **Nashville, TN**—Carzy Denton Yates, John Brown Sills.
225 **Atlanta, GA**—Aline Bost (s), Clarence M. Nicholson, Elder R. Ayers.
229 **Glens Falls, NY**—Clifford Hughes.
230 **Pittsburgh, PA**—John F. Koeper, Maryann Taylor (s).
232 **Fort Wayne, IN**—Eugene E. Mills, Herman Wade Arnold.
235 **Riverside, CA**—Arthur F. Hefley, Carlos V. Merideth, Doris Odell Griffis (s), Doyle A. Hall, John B. Baker, Melvin G. Peterson, Milburn T. Sumrall.
246 **New York, NY**—Raffaele Caturano.
247 **Portland, OR**—Fredrick Loken, George Luxa, Lena Mary Bilden (s), Theodore Roosevelt Lehman.
255 **Bloomingburg, NY**—George E. Degraw, Irving Stratton
256 **Savannah, GA**—Ruth F. Woods (s).
260 **Berkshire County, MA**—Catherine M. Bie (s).
262 **San Jose, CA**—John Erick Witschel, Lee Ray Sparks.
264 **Milwaukee, WI**—Frank Bizjak, Irving J. Nord, Laurence Nelson, Walter Schwartz.
265 **Saugerties, NY**—Frank Pavlick.
267 **Dresden, OH**—Carl R. Reynolds, Paul E. Jenkins.
268 **Sharon, PA**—Felix Thomas.
269 **Danville, IL**—Denver Walker.

Local Union, City

272 **Chicago, Heights, IL**—Edward H. Nielsen.
278 **Watertown, NY**—Raymond J. Jock.
280 **Niagara-Gen. & Vic., NY**—Charles Cameron, Henry R. Devita.
281 **Binghamton, NY**—Dennis Shay, Frank Rudock.
283 **Augusta, GA**—Leslie Rogers Meeks.
286 **Great Falls, MT**—Theodore Johnsen.
287 **Harrisburg, PA**—Norman L. Horning, Paul L. Landis.
296 **Brooklyn, NY**—Erling Roynesdal.
297 **Kalamazoo, MI**—Lawrence Remynse, Paul A. Jokinen, Rex A. Cook.
302 **Huntington, WV**—Paul M. Haynes.
308 **Cedar Rapids, IA**—Joseph Stonkey.
309 **San Gabriel, CA**—Edward Harwick, Glenn E. Cooper, Karl E. Wilson.
311 **Joplin, MO**—Thomas Lloyd Scott, Warren E. Parman.
314 **Madison, WI**—Frances C. Younger (s).
316 **San Jose, CA**—Carroll Little, Esther L. Lauzon (s).
319 **Roanoke, VA**—George M. Bowman, James T. Perdue.
329 **Oklahoma City, OK**—Fred W. Dean, Louis Evert Challis, Raymond L. Heaston.
333 **New Kensington, PA**—Charles J. Cramer, Chester L. Householder, Ivan G. Alger, Kenneth R. Kammerdiener, Richard V. Wadding.
334 **Saginaw, MI**—Arthur F. Lincoln.
335 **Grand Rapids, MI**—Earl Robert Willyard, Robert Conrad.
338 **Seattle, WA**—Arvid E. Talbeck, Harold J. Trussell (s).
342 **Pawtucket, RI**—George A. Ballou Jr.
344 **Waukesha, WI**—Albert F. Wilke, Angelo P. Savasta, Glenn A. Cowan, Olaf M. Thommesen.
345 **Memphis, TN**—Roy C. Landers.
348 **New York, NY**—Edward Tonge, Henry Polsinelli, John Thomas Flatley, Zygmunt Pitera.
350 **New Rochelle, NY**—Bengt H. Bendtson.
355 **Buffalo, NY**—Gerard A. Fenzel, Loretta L. Warrior (s), Mary Dolores Hughes (s).
357 **Draffenville, KY**—Grover Chester Shelton, Marie Styers (s), Ola M. Burton (s).
359 **Philadelphia, PA**—Marie E. Pivnickas (s), Richard Glanzmann.
361 **Duluth, MN**—Esther Anna Hagglund (s).
363 **Elgin, IL**—Bruce Hartman, Mary Schrauth (s), William Krachala.
369 **N. Tonawanda, NY**—Majorie L. Dickinson (s).
370 **Albany, NY**—Anthony J. Grubalski.
388 **Richmond, VA**—Aubrey Grubbs, Laurites Harold Marcussen.
393 **Camden, NJ**—John N. Bozarth, Josephine T. Minshall (s), Peter Tkatschenko.
398 **Lewiston, ID**—John Dustman.
400 **Omaha, NE**—Harvey R. Zimmerman, J. Harland Hendrix, Joseph Imsicke, Vincent Merkevicius.
402 **North Hampton-Greenfield, MA**—Walter F. Makarewicz.
403 **Alexandria, LA**—Harry Gillette, John H. Lewis.
410 **Fort Madison & Vic., IA**—Raymond Kentch.
413 **South Bend, IN**—Mary C. Brown (s).
417 **St. Louis, MO**—Abe Kunin.
422 **New Brighton, PA**—Hendrick H. Heesen.
429 **Arlington, TX**—Barney B. Chappell, Calvin Daniel, Charles E. Olmstead, Daniel A. Kumor, Edgar McConnell, Fannie Lucille Siepert (s), James Wallace Crow, Rudolph Thompson, Ruth Louise Nichols (s), S. E. Debrow, William R. Hilliard Jr., Wynona Fry (s).
446 **St. Ste. Marie Ont., CAN**—Ethel A. Beaton (s).
454 **Philadelphia, PA**—Haris Yamini, Lewis W. Troth, Margaret C. Williams (s).
462 **Greensburg, PA**—Henry A. Rich.
465 **Chester County, PA**—Elmer Cramer.
469 **Cheyenne, WY**—Edgar A. Nelsen, Louis M. Neth.
470 **Tacoma, WA**—Magnus Sortland.
475 **Ashland, MA**—Marion E. Shepard (s).
476 **Clarksburg, WV**—James Russell King.
483 **San Francisco, CA**—William J. Roberts.
493 **Mt Vernon, NY**—Eraldo Lanzi.
502 **Port Arthur, TX**—Anton D. Coshman, Arlis M. Smith, Arthur R. Johnston Jr., Robert Smith.
503 **Lancaster, NY**—Albert V. Ripa.
505 **San Diego, CA**—Echtor R. Easley.
509 **Cleveland, OH**—Beatrice N. Hardin (s), Ernest Schmid, Konstantinos Matheou, Lucille Katherine Walas (s).
510 **Berthoud, CO**—Anthony Gonzales, Bernadine Ann Plumb (s), Reinhold F. Specht.
512 **Ann Arbor, MI**—Betty J. Shaw (s), Marvin E. Shafer.
514 **Wilkes Barre, PA**—James E. McGuire.
515 **Colo. Springs, CO**—Ruby Ellen Spear (s).
518 **Sisterville, WV**—Everett L. Amos.
531 **New York, NY**—Salvador Perez.
532 **Elmira, NY**—Fred L. Swartwood Jr., Harry A. Kellogg.
537 **Aiken, SC**—Agnes Margaret Biddle (s).
538 **Concord, NH**—Edgar A. Goodrich, Nellie V. Brown (s), Steve J. Lizewski.
541 **Washington, PA**—Agnes Frye (s).
543 **Mamaroneck, NY**—Rose Marie Germani (s).
544 **Baltimore, MD**—Eva Wilson (s).
546 **Vincennes, IN**—Louis Samuel Strohm, Opal Walter Sipes, Paul W. Richardville, William G. Bowman.

548 **Minneapolis, MN**—Irene Holden (s), Jeneal Nelson, William Constenius.
549 **Owensboro, KY**—Bonnie Lou Knight (s).
551 **Houston, TX**—Edwin Fred Moodyman, Ernest R. Allgood, Irene Maria Harris (s), Joseph Frank Martin, Raymond D. Brown, Vera Mae Brunson (s).
558 **Elmhurst, IL**—Robert J. Surges.
562 **Everett, WA**—Albert P. Thometz.
569 **Pascagoula, MS**—Ben Smith King, Duard J. Driver.
586 **Sacramento, CA**—Carl H. Lenberg, Judy L. White (s), William L. Clark.
596 **St. Paul, MN**—Gordon C. Craig.
599 **Hammond, IN**—Patricia June Argentine (s), William S. Dunham Sr.
600 **Lehigh Valley, PA**—Albert J. Raisner, Alfred R. Reinhardt, Paul E. Kratzer, Raymond W. Henninger, Walter I. Weaver.
602 **St. Louis, MO**—Leonard J. Ambro.
605 **Vista, CA**—James P. Wiley, John F. Schreiber, Paul C. Rabe.
606 **Va Eveleth, MN**—Alec Stolpe, Carmen William Deluca, Roy Wilhelm Lax.
608 **New York, NY**—Edward Rousak.
613 **Hampton Roads, VA**—Thomas Vernon Simpson.
615 **Peru, IN**—William Howard Landes.
616 **Chambersburg, PA**—Guy M. Brechbill.
620 **Madison, NJ**—Bernhard A. Svennevik, Charles E. Gauer, Dominick Ferraro.
621 **Bangor, ME**—Florence G. Laprade (s), Joseph E. Laprade.
623 **Atlantic County, NJ**—Clarence M. Funk.
625 **Manchester, NH**—Robert D. Farwell.
626 **Wilmington, DE**—James J. Durnan.
627 **Jacksonville, FL**—George G. Norton, Herbert Burney, John W. Jones Sr., Luke L. Bradbury Sr.
630 **South Bay, CA**—Berthella Morgan (s), Dora A. Romero (s), Floyd Yeakley, Harry V. Dawson Jr., John M. Otis, Oscar J. Cuneo, Wendell K. Elsmore, Wilfred Hiestand.
635 **Boise, ID**—Noel E. Krigbaum.
636 **Mt. Vernon, IL**—Earl D. Parkhill.
638 **Marion, IL**—Clyde Tucker Sr., Ernest Hagler, William Reichrath.
639 **Akron, OH**—Anna M. Firl (s), Eric E. Lindgren.
642 **Richmond, CA**—Dorothy M. Hash (s), Gilbert O. Davis, Gordon O. Overland, Harold A. Devoe, Lyle A. Ostenberg, Theodore R. Martin.
644 **Pekin, IL**—Fred Leo Carrick.
646 **Rhinelander, WI**—Walter A. Wadzinski.
654 **Chattanooga, TN**—Jesse D. Lamb.
678 **Dubuque, IA**—Joseph Franz Oberhoffer.
690 **Little Rock, AR**—Lee Vern Free.
698 **Covington, KY**—Herman S. Daniel, Marie Hopperton Fisk (s).
711 **Salem, OR**—Robert L. Riddle, William P. Bennett.
715 **Elizabeth, NJ**—Irene M. Scheuerman (s).
721 **Los Angeles, CA**—Donald D. Remington, Mary Agnes Johns (s), Steven Roy Horn, Takayuki Miyaji.
740 **New York, NY**—Emil Esperti, Henry Fried Sr., John V. Ryan.
742 **Decatur, IL**—Curtis Donnel Sr.
743 **Bakersfield, CA**—Arie Cecil Burgan, Debs Thompson, Jesse A. Thompson.
745 **Honolulu, HI**—Orrin J. Dockham, Richard F. Mumper, Yukio Yokota.
751 **Santa Rosa, CA**—Reba Leone Sanders (s).
758 **Indianapolis, IN**—Max W. Clark.
766 **Albert Lea, MN**—Donald R. Verhey.
769 **Pasadena, CA**—Myree M. Gudus (s), Ralph D. Neerman.
772 **Clinton, IA**—Samuel Henry White.
785 **Cambridge, Ont., CAN**—David Boettger.
790 **Dixon, IL**—Abel Bielema, Gaile Ione Lovig (s), John E. Gaar, Richard H. Grove, Robert Franklin Rogers.
792 **Rockford, IL**—Stella E. Deiter (s), Wanda Augspols (s).
801 **Woonsocket, RI**—Doris T. Fernandes (s).
805 **San Diego, CA**—Charles E. Schmidt.
808 **Blackfoot, ID**—Jack Misner, Lester Beck.
815 **Beverly, MA**—Robert N. Green, Samuel Chaulk.
824 **Muskegon, MI**—Ingvar A. Hanson.
829 **Santa Cruz, CA**—Max M. Sporl, Robert E. Adams, Willie Dyton Harren.
836 **Janesville, WI**—Thomas G. Malmin.
839 **Des Plaines, IL**—Carl W. Conley, Donald K. Vanpool, Edward C. Kaiser, Harry Larson.
845 **Clifton Heights, PA**—Eleanor P. Browell (s), Martin R. Vanderpoel, Thomas A. Moran.
851 **Anoka, MN**—Alfred Lindholm, Alman Hanson, Clarence Lindstrom, Clarence O. Strandlien, Edward J. Kunz, Elmer Johnson, Everett R. Bergstrom, Frank M. Levendowski, James Kiminki, James Thomson, John B. Pedersen, Lawrence G. Knutson, Martin C. Herman, Matthew L. Mulvihill, Paul I. Winje, Raymond J. Nelson, Roy R. Spensley, Theodore Steine.
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891 **Hot Springs, AR**—Daniel Spencer Welch.
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918 **Manhattan, KS**—Elizabeth A. Wille (s), Lottie Marie Spittles (s).
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955 **Appleton, WI**—Les Hopfensperger.
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2429	**Fort Payne, AL**—Jesse Thomas Greenwood.
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2498	**Longview, WA**—Arley J. Hamm, Jerrald A. Weihemuller, McDonald D. Keltner, Walter A. Porter.
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2949	**Roseburg, OR**—Elnora Willis (s), James H. Romine, John Longozo, Melvin M. Blansett (s), Walter L. Edwardson.
2993	**Franklin, IN**—William R. Wallen.
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9042	**Los Angeles, CA**—Martin Schemel.
9065	**San Francisco, CA**—Robbie Marie Anderson.

Toll-free number helps unions serve their disabled members

Workers and their unions can now call a toll-free 800 hotline number to ensure that employees who become disabled get a fair chance to stay on the job.

The hotline, called the Job Accommodation Network (JAN), responds directly to union members, stewards, business agents and employees with disabilities. The hotline number is 1-800-JAN-PCEH.

Sponsored by the President's Committee on Employment of the Handicapped, the Job Accommodation Network is staffed by human factors consultants who analyze each situation and provide practical and specific answers to inquiries about adapting a job to a worker with a disability. The service is also available through the mail (Job Accommodation Network, P.O. Box 468, Morgantown, W.V. 26505).

Here's how it works:

A woman who worked as a process chemical operator wanted to stay on her job. But her company said it was impossible. She had returned from cancer surgery and could no longer climb, swing valves, hook up temporary lines, and do other physical work that had been part of her job.

Originally in response to the work restrictions placed upon the employee as a result of her condition, the company offered her a lower-paid job in another bargaining unit. She would lose her seniority and expose herself to a greater risk of layoff. Furthermore, she would lose health insurance payments for medical needs relating to her cancer because the health care provider would have considered it a pre-existing condition.

Her union wanted to help. Although the employee could not do every aspect of her job, she could perform other jobs paid at the same rate in her classification. Equipment could be adjusted to compensate for her work restrictions. However, the union needed more information in order to proceed.

Her union representative, Gary Wall, recording secretary of Teamsters Local 877, decided to do more research. He called JAN.

"Barbara Judy, project manager of JAN, started laying out procedures for me to follow," said Wall, "things I needed to know and would not have known if I hadn't called her. For example, she told us that we should go back to the member's doctor and get a clear and concise prognosis for her weight lifting restriction, job restriction and recovery. Most people in the union are not aware that a judgment has to be made by an outside source that a worker is certified as 'handicapped' to qualify under the law for the rights of the 'handicapped'.

"Because of the information received from JAN, we were able to write the company a letter pointing out that they were not living up to their obligations as a government contractor under Section 503 of the Rehabilitation Act. We had received options from JAN for reasonable accommodation, including mechanical ways of bypassing her lifting restrictions. We cited the job locations where she could work with no loss of pay. We know that we have taken every possible step to protect the member."

As a follow-up JAN asks callers to send in descriptions of accommodations made and give a name and phone number of a contact person. In this way a data base has been built to list the successes in hiring and accommodating people with disabilities.

Remember, if a fellow UBC member becomes disabled and wants to return to work; and you're not sure how he should do it—call 1-800-JAN-PCEH.

LATHERS

Looking for all Lathers who were participants in L.I.U. Pension Plan as of the date of the merger with the United Brotherhood of Carpenters (9-1-79) in order to obtain current addresses, social security numbers and birthdates.

Please contact the following office by mail or phone with the information:

Mrs. Lillian Marsh, Administratrix
Wood, Wire & Metal Lathing
Industry
General Pension Plan
101 Constitution Avenue, N.W.
Washington, D.C. 20001
Telephone: 202-546-6206

Information is requested to update files and will be kept strictly confidential.

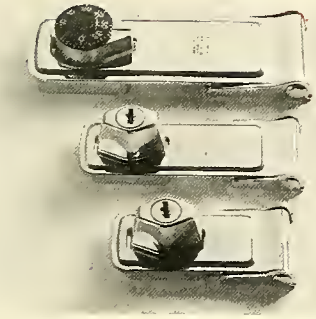
Portland conference

Continued from Page 11

and mills in the industries in which UBC members are employed.

The industrial program represents a long-term course of action for the industrial sector. Underlying the program is a belief that we, as a Brotherhood, can do more than respond to day-to-day crises and hope to get by; rather, we can directly address the challenges facing us and begin a positive process of rebuilding our union.

LOCKING HASPS



Stanley Hardware has expanded its Lifespan® hasp line to feature a combination dial hasp—model CD922 and key locking hasp—model CD921.

Available for the first time, Stanley's 6" combination hasp CD922 is the pioneer in its design; it can be latched without locking and has a convenient dial lock for security.

The CD921 key locking hasp, available in 3½" and 4½" sizes, requires the use of a key for locking, thus preventing inadvertent lockouts. It, too, can be latched without locking.

Both the key locking and combination hasps include the unique Lifespan® features: full width knuckle with supporting side walls, corrugated leaf for strength, corrosion resistant zinc finish and hold-open feature to reduce swinging and rattling.

For more information contact Hardware Division, Stanley Works, 195 Lake St., New Britain, Conn., 06050 or phone (203) 225-5111.

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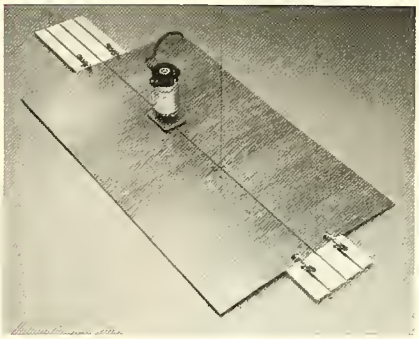
POST PULLER

The Rhino Sales Corporation announces a Model PL-12 Post Puller. Hand operated, the new puller weighs 255 pounds and will pull a 16" diameter/48" deep concrete post base, a 15" diameter power pole and a wide variety of other posts. The PL-12 is completely self-contained and is easily transported, we are told.

For more information, write or call, Rhino Sales Corporation, 620 Andrews Avenue, P.O. Box 367, Kewanee, Ill., 61443 or phone (309) 853-4461.

SEAMING FIXTURE



A new high-pressure laminate seaming fixture produces perfect seams without alignment adjustments, according to the manufacturer, Align-Rite Tool Co. It features an accurate, stable extruded aluminum tracking fixture that assures perfect seams. Quick acting clamps hold laminate firmly in place. Fixture is available in three lengths—36, 48 and 60 inches long. Teflon impregnated router guide travels along tracking fixture smoothly and accurately. Includes Porter Cable Router Model No. 310 or Bosch Router Model No. 1618. Made in U.S.A.; patent pending.

For more information contact Align-Rite Tool Company, 1942 E. 17th St., Tucson, Ariz., 85719 or phone (602) 624-4438.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturers.

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The 1988 family: scattered or together at Thanksgiving?

The strong family ties of yesteryear grow weaker, more difficult to maintain.

Last month, on Oct. 10, Canadians celebrated their national day of Thanksgiving. This month, on Nov. 24, people of the United States do likewise. The highways, the skyways and even many railroads become crowded, as people rush back and forth across country to what they call "home." It may be to grandfather's, to grandmother's, to mom and dad's or even a cousin's, if remnants of a family are still intact. It may be to an orphanage, a fancy restaurant with a Thanksgiving menu or a Salvation Army mission, if there is no family nearby.

There is no longer a typical North American family, just as there is not a typical Thanksgiving. We try to maintain our traditions, but the lifestyles of the 1980s often get in the way.

Because of the deregulated banking system, foreign trade problems and an unbalanced economy, many members of farm families have moved to our already overcrowded cities.

Plant closures have disrupted many families in communities which depend on a single industry for their livelihood.

Suburbia, which was once the haven of countless little Beaver Cleavers and Nelson families, stands almost deserted in many areas for five days of the week, as husband and wife, father and mother, must both work outside the home to pay exorbitant mortgages and make ends meet. Suburban and urban families alike, have "latchkey" children home from school after 3 p.m. with no parents to guide and protect them.

A majority of Americans and Canadians are finding that their work and their family lives are frequently in conflict.

North American institutions are still organized around a model of the "traditional family"—a wage-earner husband, a homemaker wife and two or more children. Yet, today, according to some studies, fewer than 10% of North American households fit this mold.

As far back as 1960, the U.S. census showed only 32% of married-couple families had both parents in the workforce outside the home. Today, in at least 65% of the families, both parents are working outside the home.

Since the "liberation" of women in our lifetime, most children have "working mothers." They work outside the home as well as inside the home. Clearly, the removal of barriers to the equal status of women was long overdue, but also clearly indicated are family problems which have been created for women and for families in this period of social transition.

The breakdown of the family can be blamed on many factors—television, the so-called "boob tube," has eliminated much family communication; the decline in parental guidance has resulted in school pupils who can't tell you where anything is on the globe or even do simple arithmetic; credit cards have helped to bankrupt many families.

Many of today's social problems can be blamed on the breakdown of the traditional family—divorces, teenage pregnancies, drugs and even many crimes.

So a basic question for many sociologists and many public officials is: Where do we go from here?

Do we fight for a return of the traditional family? Or do we try to restructure "the family" to conform to today's changing needs?

Probably no element of our society has done more over the past century to preserve a strong family structure than the North American labor movement. A century ago it was fighting for better education for young people and adults alike. It was showing our lawmakers the seamy side of child labor and fighting for child labor laws. When a worker dropped by the way, his or her fellow trade unionists pooled their limited resources to provide a decent burial. It hasn't been so many years since the craft unions were providing tool benefits to apprentices and to journeymen who had suffered loss of their tools. During the Great Depression of the 1930s, trade unionists were fighting for better working conditions not only for themselves but for loved ones. Today, through scores of community services units all over the country, the AFL-CIO and its affiliates provide flood and disaster relief, facilities for the handicapped, leadership in health and welfare agencies and scholarships for young people.

Thus, unions have gone on record for the preservation of many of the traditional values of family. This is true, even though the labor movement has played a leading role in achieving equal rights for women . . . particularly in the workplace. It has indirectly strengthened countless families of blacks and other minorities through frontline service in the civil rights movement.

There's a mountain of unfinished business in government and society for mankind to tackle in the closing years of the 20th century if it is to maintain the family structure. This, to me, is some of that unfinished business:

Basic to it all is an economy which allows families to be financially secure. Certainly, union members make a start when they bargain collectively for higher wages and fringe benefits. The great emphasis on health and pension benefits is an indication of the individual union member's concern for the welfare of his or her family. The financial returns of a family must be sufficient to provide the basic needs of food and shelter.

The right to a job (not a so-called nonunion "right to work" job) must be recognized as a citizen's basic right in a democratic society. By that, I do not mean a part-time job which runs less hours than are required for fringe benefits. I mean access to a job requiring skill when a worker is qualified, or access to the necessary education to perform a skilled job or unemployment compensation when there are layoffs.

Access to day care is an immediate need for countless families, particularly for single parents and couples with many mouths to feed. With so many low and middle-income families on the edge of poverty, putting out $100 or more per child per week for day care at private, often unlicensed facilities is not the answer. All levels of government must tackle the problems of day care.

Meanwhile, labor and other groups must strive to return to an economy in which both parents do not have to work outside the home in which minor children are left unattended.

Health care must be brought within the financial range of the average family. I have long appreciated the high cost of a medical education, but I have never understood why some doctors can ethically or morally expect their patients to be repaying them for that expensive education for the rest of their lives. On the other side of the picture, neither can I understand how juries and judges can fine doctors in the millions of dollars for questionable or unproven malpractices. Certainly there must be ceilings on malpractice suits. If not, families will be paying those million-dollar fines in the long run. Hospitals, too, must come within the purview of our government agencies. More and more hospitals are becoming private corporations, run for a profit, and families are going into poverty to pay the bills.

Finally, there's the problems of the elderly. When there are no other adults at home, as in the old days, there must be services provided for senior family members, many of whom are senile. The Congress and the state legislatures have not sufficiently addressed this new and growing family problem.

All of these problems must be approached with love and understanding. Trade unionists are "workers helping workers to better their lives." This is true today and true tomorrow. The problems of the 1980s and 1990s family can only be approached from this direction.

Sigurd Lucassen

SIGURD LUCASSEN
General President

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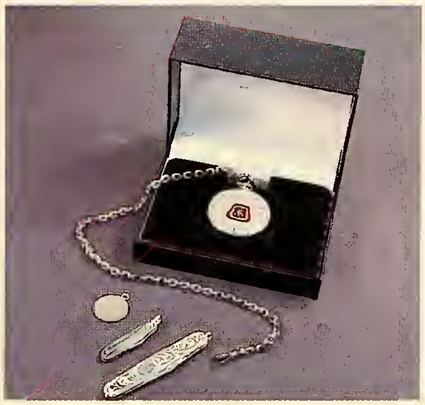

WATCHES

The **pocket watch** above and its attachments are available separately or together. It's battery operated, a Hamilton watch with the UBC emblem on its face and a gold-tone finish. Attachments include a 12-inch gold-filled chain, a gold watch fob and a pocketknife.

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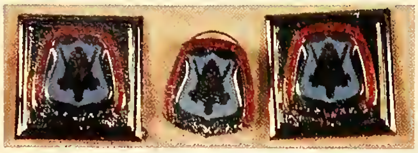

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December 1988

CARPENTER

United Brotherhood of Carpenters & Joiners of America
Founded 1881

KEN BRAUNER
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Secretaries, Please Note

In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of The Carpenter.

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CARPENTER

ISSN 0008–6843

VOLUME 108 No. 12 DECEMBER 1988

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

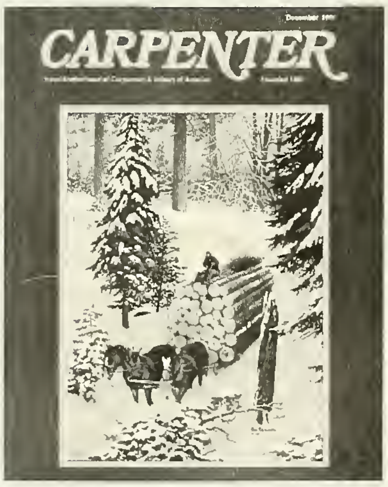
"Winter Logging" is the title of our December cover. It's a painting by Ken Brauner of Eugene, Ore., a man who knows whereof he paints when he portrays the forests of the Pacific Northwest. Before he settled into the life of a fulltime artist, Brauner worked as a clean-up man with logging crews, put in time in the mills and served as a traffic manager for a forest products company.

His paintings are found throughout North America in colleges, private art collections and corporate offices. He has an honorary life membership in the Oregon Logging Conference in recognition of more than 25 years of artistic contributions to the industry.

"Winter Logging" recalls those rugged days of yesteryear when logs were drawn through winter snows on big sleds pulled by teams of draft horses. The teamster atop the logs has stopped somewhere along the logging road to cut a Christmas tree, and children eagerly await his return, because Christmas is coming!

An estimated 35 million Americans and additional millions of Canadians will buy natural Christmas trees this month, but there are still many who are able to select and cut trees right out of the woods themselves. Community Christmas trees have become traditional in many parts of North America. In 1923 U.S. President Calvin Coolidge established a national Christmas tree lighting ceremony. Balsam, fir, scotch pine and spruce are the most popular. *For a free color catalog of reproductions of Ken Brauner's paintings, write Ken Brauner, 1545 Russet Dr., Eugene, Ore. 97401.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



I.B.E.W. 175
WTVC ACTION NEWS

BE&K CAMPAIGN INTENSIFIES

Nonunion contractor challenged at every jobsite

In targeting a national construction contractor such as BE&K Construction Co. the Brotherhood faced the challenge of developing a campaign which attacked BE&K at every jobsite where they were competing for work or performing work. After nearly a year since the inception of the campaign, a nationwide network of workers, led by the Brotherhood, has been put in place in towns across the country to fight BE&K's anti-union practices. This nationwide network of Carpenters, Building Tradesmen and Paperworkers is telling the story about BE&K to workers, communities and government officials across the country.

At a time when workers and their unions face frequent defeats and setbacks, the BE&K campaign has created strong solidarity throughout paper mill towns in this country. Workers and unions are joining together in the fight, burying old disagreements in the face of a challenge from a common enemy. National political figures, such as Rev. Jesse Jackson, U.S. senators and representatives and numerous state officials have added their voices and support to the effort to rid communities of BE&K.

In recent weeks, thousands of union workers and their supporters in Chicago; Chattanooga, Tenn.; Canton, N.C.; and Rome and Savannah, Ga., have joined together to take the fight against BE&K to the streets. Marching through town centers, workers are making it clear that BE&K is not welcome in their communities. In mill towns throughout the country, the message is getting through, as BE&K secures fewer jobs.

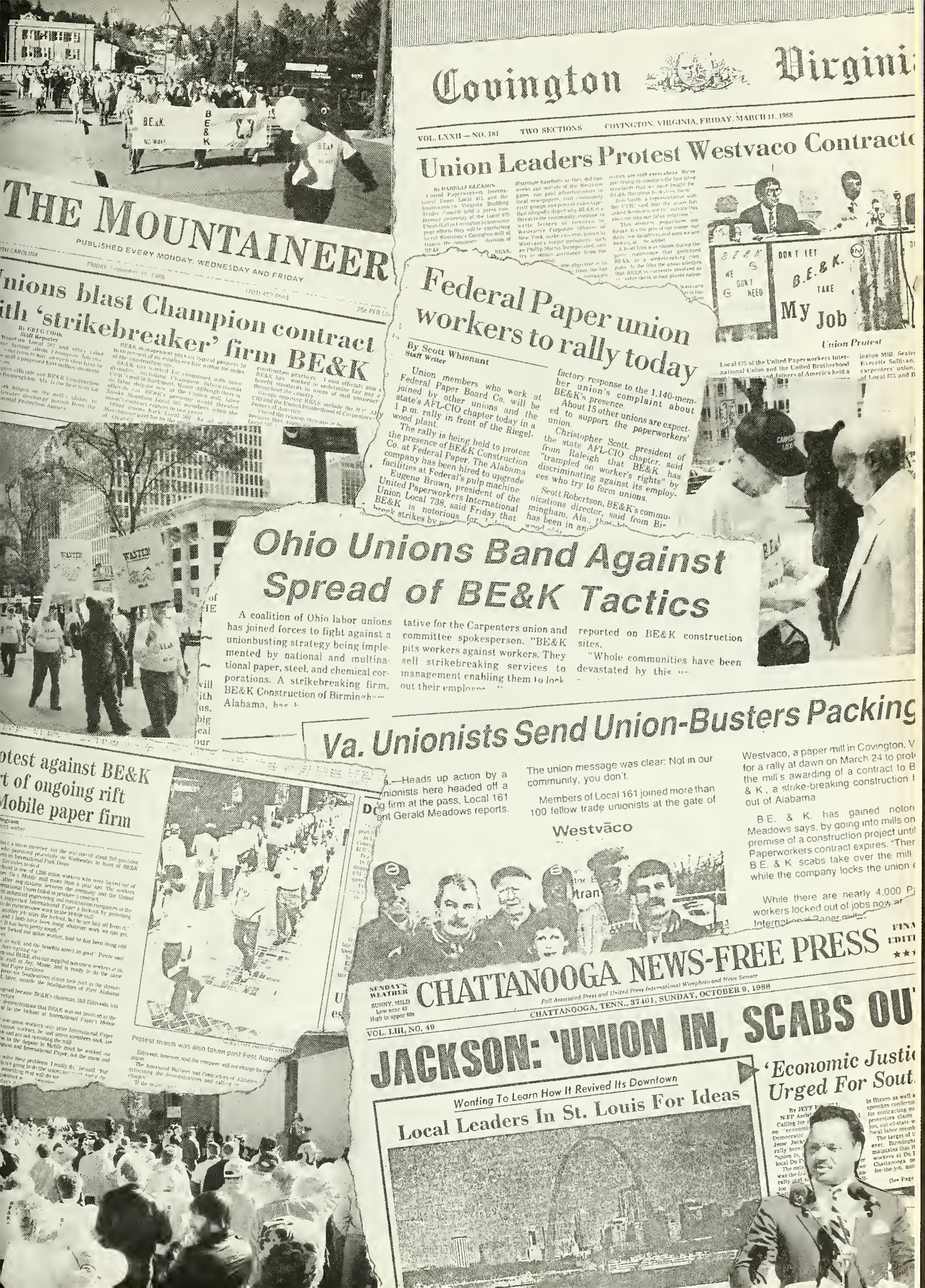
In Chattanooga several thousand Carpenters, Teamsters and other union workers, their families and supporters held a march in protest of BE&K's presence at the Du Pont Company's plant. Rev. Jesse Jackson highlighted the rally with an address that had the crowd calling for a "Union in. Scabs out!" policy at Du Pont. Greetings from General President Sigurd Lucassen to the working men and women at the rally stated that "Today's rally against BE&K is not the end of the fight but the beginning of the struggle for fairness in Chattanooga."

Chanting "No way, BE&K" North Carolina Building Tradesmen, Paperworkers from Smokey Mountain Local 507 and other labor affiliates paraded through downtown Canton, where Champion International has recently given BE&K a $300 million modernization project. UBC International Representative John Oglesby has been working with local union members in the fight to protect fair area work standards against the threat of BE&K. The solid working relationship to stop BE&K that has developed in the community is unprecedented, said Oglesby.

In Chicago, Carpenters were joined by other Building Tradesmen in conducting a three-day demonstration at the TAPPI Engineering Conference in protest of BE&K. The conference was attended by representatives from BE&K as well as other companies involved in the paper industry. Similar activities are being conducted on an ongoing basis throughout the country at paper industry events, such as this conference, in which BE&K was involved.

The rallies, marches, handbilling, contacts with local political and community leaders, solidarity among the local Building Trades and Paperworkers, media attention and jobsite campaigns have begun to take their toll on BE&K. In areas where local BE&K campaigns have been initiated, more and more paper companies are selecting other contractors for work that BE&K has bid on. In some instances, BE&K has been denied the opportunity to bid on work, due to the campaign.

In Macon, Ga., local anti-BE&K campaign activities have been a contributing factor in several local union contractors being awarded new construction work at the paper mills. In Covington, Va., the combined efforts of the local Building Tradesmen and Paperworks were succesful in ridding the Westvaco mill of BE&K, ensuring that BE&K would not be a threat when the Paperworkers sit down next year to negotiate a new contract. With the commitment and diligence of the Building Tradesmen in Orange, Texas, union members were able to convince mill management that BE&K was not welcome in their community. In mill town after mill town our efforts to protect the livelihoods of all workers against the threat of BE&K are paying off.


B.E.&K.
NO WAY
B E & K
B E & K
WE DON'T NEED
DON'T LET B.E.&K. TAKE My Job

THE MOUNTAINEER

PUBLISHED EVERY MONDAY, WEDNESDAY AND FRIDAY

nions blast Champion contract ith 'strikebreaker' firm BE&K

By GREG COOK
Staff Reporter

Covington Virgini

VOL. LXXII — NO. 181 TWO SECTIONS COVINGTON, VIRGINIA, FRIDAY, MARCH 11, 1988

Union Leaders Protest Westvaco Contract

By DARRELL GLEASON

Union Protest

Federal Paper union workers to rally today

By Scott Whisnant
Staff Writer

Union members who work at Federal Paper Board Co. will be joined by other unions and the state's AFL-CIO chapter today in a 1 p.m. rally in front of the Riegelwood plant.

The rally is being held to protest the presence of BE&K Construction Co. at Federal Paper. The Alabama company has been hired to upgrade facilities at Federal's pulp machine.

Eugene Brown, president of the United Paperworkers International Union Local 738, said Friday that BE&K is notorious for ... break strikes by ...

factory response to the 1,140-member union's complaint about BE&K's presence.

About 15 other unions are expected to support the paperworkers' union.

Christopher Scott, president of the state AFL-CIO chapter, said from Raleigh that BE&K has "trampled on worker's rights" by discriminating against its employees who try to form unions.

Scott Robertson, BE&K's communications director, said from Birmingham, Ala., that ... has been in an... wood pl...

Ohio Unions Band Against Spread of BE&K Tactics

A coalition of Ohio labor unions has joined forces to fight against a unionbusting strategy being implemented by national and multinational paper, steel, and chemical corporations. A strikebreaking firm, BE&K Construction of Birmingh... Alabama, has ...

tative for the Carpenters union and committee spokesperson. "BE&K pits workers against workers. They sell strikebreaking services to management enabling them to lock out their employ..."

reported on BE&K construction sites.

"Whole communities have been devastated by this ...

Va. Unionists Send Union-Busters Packing

...a.—Heads up action by a ...nionists here headed off a ...g firm at the pass, Local 161 ...ent Gerald Meadows reports.

The union message was clear: Not in our community, you don't.

Members of Local 161 joined more than 100 fellow trade unionists at the gate of Westvaco, a paper mill in Covington, V... for a rally at dawn on March 24 to prot... the mill's awarding of a contract to B... & K., a strike-breaking construction ... out of Alabama.

B.E. & K. has gained notor... Meadows says, by going into mills on ... premise of a construction project until ... Paperworkers contract expires. "Ther... B.E. & K. scabs take over the mill ... while the company locks the union ...

While there are nearly 4,000 P... workers locked out of jobs now at ... International Paper mills...

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otest against BE&K rt of ongoing rift Mobile paper firm

Protest march was also taken past First Alaba...

CHATTANOOGA NEWS-FREE PRESS

FINA EDITI

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CHATTANOOGA, TENN., 37401, SUNDAY, OCTOBER 9, 1988

VOL. LIII, NO. 49

JACKSON: 'UNION IN, SCABS OU

Wanting To Learn How It Revived Its Downtown

Local Leaders In St. Louis For Ideas

'Economic Justi Urged For Sout

General President honored at Philadelphia dinner

WYNDHAM
FRANKLIN PLAZA HOTEL

WYNDHAM
FRANKLIN PLAZA HOTEL

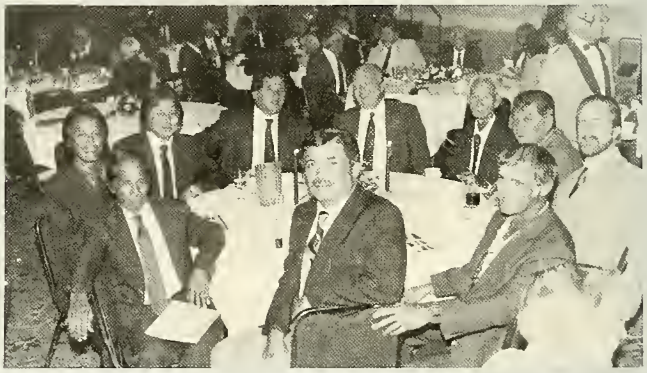
WYNDHAM
FRANKLIN PLAZA HOTEL

The Second District of the United Brotherhood—Pennsylvania, Delaware, Maryland, New Jersey, Virginia, West Virginia and the District of Columbia—recently honored General President Sigurd Lucassen at a testimonial dinner in Philadelphia.

The large gathering of UBC leaders and friends was in recognition of "his ascending to the highest office in the United Brotherhood." Lucassen was, at one time, general executive board member for the Second District. A member of the UBC since 1952, he became general president February 1, 1988.

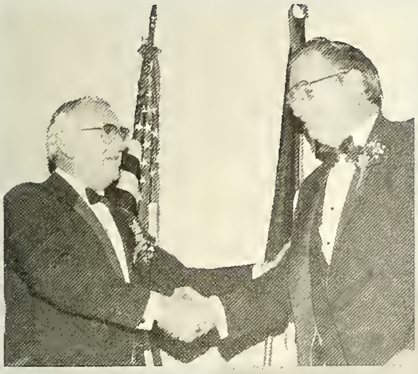
Dinner guests were welcomed and introductions were made by Edward Coryell, president of the Metropolitan District of Carpenters, Philadelphia. The invocation was delivered by David Hedlund, business representative of Local 1489, Burlington, N.J. Toastmaster was George Walish, general executive board member from the Second District.

Speakers at the dinner commended the general president's work with the New Jersey Alliance for Progress, a labor-management group which has revitalized industry in the area, and they praised his calm and fair manner in administering the work of the union's highest office.



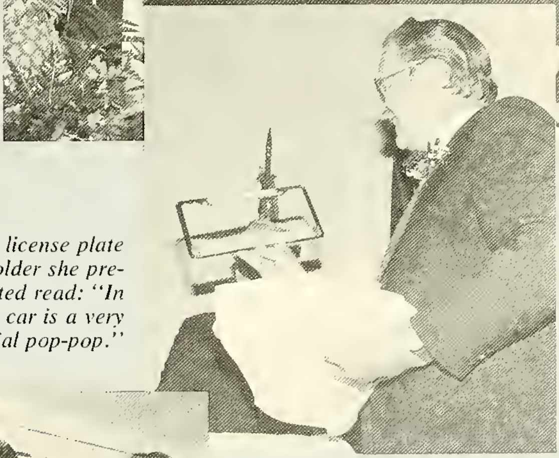
At the head table for the testimonial dinner were many UBC leaders and other labor and public officials. To President Lucassen's immediate right were Building and Construction Trades President Robert Georgine, General President Emeritus Pat Campbell, First General Vice President John Pruitt, General Treasurer Wayne Pierce and general executive board members. To his left was Toastmaster George Walish. ● George Laufenberg, president of the New Jersey State Council, upper left, and Ellis Vieser, president of the New Jersey Alliance for Action, upper center, were among those paying tribute to the guest of honor. ● Edward Coryell, president of the Pennsylvania State Council, beside Lucassen at the rostrum, above, was a speaker. ● Among the UBC groups coming the farthest distance for the special dinner were the representatives of Local 745, Honolulu, Hawaii, at the table above.

Labor and industry join in recognition of Lucassen's ascendancy to top office



George Walish, chairman of the program committee and general executive board member for the Second District, recalled the period of the late 1970s when Lucassen also served as general executive board member from the Second District.

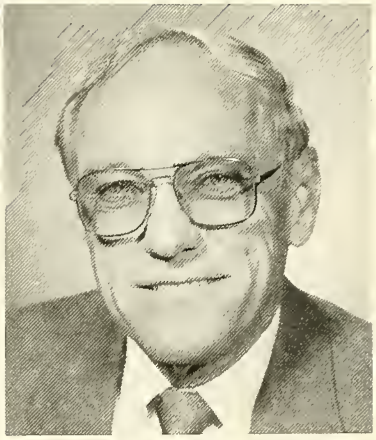
A highlight of the evening was the surprise introduction of young Kelly Kealy, one of the general president's three grandchildren, who made a special presentation . . .



The license plate holder she presented read: "In this car is a very special pop-pop."

Members of the Lucassen family—Mr. and Mrs. Stephen Kealy, Mrs. Lucassen, President Lucassen and Kelly Kealy. Mrs. Kealy is the Lucassen's daughter, Carol. Stephen Kealy is a business agent of UBC Local 472. The Lucassens also have a son, Harold, who, like his father and grandfather, is a member of the United Brotherhood. In addition to Kelly, there are two other grandchildren—Kristen Rae Lucassen and Stephanie Michelle Kealy.

Lou Heath named to 8th District



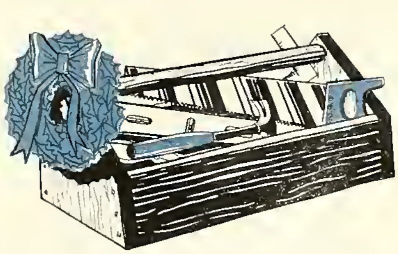
HEATH

General President Sigurd Lucassen announced, last month, the appointment of 8th District Representative E. Louis Heath, as the new general executive board member for the 8th District, succeeding M.B. Bryant, who retired Sept. 30.

Heath, 58, has worked as a representative in the 8th District, which encompasses California, Nevada, Utah, Arizona, New Mexico and Hawaii, since his appointment to the post in 1977.

He joined the Brotherhood in December 1959, when he became a member of Local 857, Tucson, Ariz.. He later served on the charter committee and became the first business representative of Millwrights Local 1182, Tucson. In 1973 Heath was elected secretary-treasurer of the Southeastern Arizona District Council, and the following year, he became president of the Arizona State Council of Carpenters. In 1984 he was appointed secretary of the Area IX Heavy and Highway Committee, replacing Wayne Pierce, who is now the UBC's general treasurer.

Heath and his wife Evelyn have five children and nine grandchildren. He has made his home near Tucson, Ariz., in recent years. He will, however, maintain an official office in Sacramento, Calif., in the facilities recently vacated by Retired Board Member Bryant.



Washington Report

UNION PRODUCTIVITY HIGHER

A recent in-depth study by two university economists found organized labor more productive than its counterparts.

The study, by James Medoff, Harvard, and Charles Brown, University of Michigan, surveyed 20 manufacturing industries and concluded unionized workers are 22% more productive than nonunionized workers.

In yet another study, by the Professor Steve Allen of North Carolina State University, union construction workers were found to outproduce nonunion construction workers by 29%, the AFL-CIO news reported.

Experts cite better training and experience and lower employee turnover in union jobs as chief contributors to a more stable and productive workforce.

COLLEGE-LEVEL JOBS

Jobs in professional occupations requiring a college degree are expected to grow by more than 40% in the next 12 years, according to the U.S. Labor Department's Bureau of Labor Statistics. The most rapid growth will occur in the engineering, computer system analyst and health occupations fields.

College-level jobs in managerial and management-related occupations are expected to increase nearly 60% between now and the year 2000. The most rapid growth will be among accountants, auditors and management analysts.

Jobs in markets and sales occupations that require a college degree are expected to grow more than 75% in the next 12 years, the largest percentage increase for any occupation. College-level marketing and sales jobs are concentrated in insurance, real estate, securities and financial services and in other nonretail marketing and sales occupations.

College-level jobs in administrative support, service, and blue-collar occupations—although small in number—are expected to grow by more than half between now and the year 2000.

PESTICIDE REGULATIONS URGED

The Occupational Health Legal Rights Foundation charged that the Environmental Protection Agency was neglecting farmworkers, and called for the agency to strengthen its proposed regulations on pesticides in an effort to give farmworkers greater protection.

OHLRF, a labor union public interest group, said that "glaring exemptions—and EPA's policy against compliance inspections of small operations—could exclude over two-thirds of all farmworkers from its protections." OHLRF called the exempion for families of farm owners "a gaping loophole that irrationally and capriciously deregulates family health and protects pesticide companies."

OHLRF noted that EPA proposes to give farmworkers written warnings about pesticides in "verbose, linguistically complex English verbiage," even though the agency acknowledges that many farmworkers speak and write little English. The foundation argued that "workers being exposed to primitive, unsafe working conditions must have the right to get the facts in a language and format they understand."

LABOR HALL OF FAME

A permanent, privately-sponsored Labor Hall of Fame is being established in the headquarters of the U.S. Labor Department to honor posthumously Americans who contributed to the welfare of working men and women.

The Labor Hall of Fame, expected to open to the public in December, was announced jointly by Secretary of Labor Ann McLaughlin and former Labor Secretary W. J. Usery Jr., chairman of the Friends of the Department of Labor (FDL). The FDL, a private, non-partisan group, is funding the Hall.

"I am pleased to accept FDL's offer to create a Labor Hall of Fame," said McLaughlin. "Thanks to this generous support, the nation's capital will have a new landmark honoring Americans whose lives have meant so much to working men and women."

Usery hailed the first four members selected for induction to the Labor Hall of Fame as "very special people who symbolize the enormous contributions of union, management, academia, and government to all working Americans."

The Hall's charter members are:

- From organized labor, Samuel Gompers (1850–1924), the first president of the American Federation of Labor and founder of the modern trade union concept.

- From management, Cyrus S. Ching (1876–1967), an industrialist who pioneered in non-adversarial labor-management relations and who was Director of the Federal Mediation and Conciliation Service.

- From academia, John R. Commons (1862–1945), an outstanding labor economist and teacher who fathered the modern research and study of labor and industrial economics.

- From government, Frances Perkins (1880–1965), the Secretary of Labor who guided the department during the difficult economic recovery period of the Great Depression.

Less than 50% of the eligible American voters voted November 8, but the majority of those who did elected George Bush president and Dan Quayle vice president. The two men take the oaths of office on January 20.

Gov. Michael Dukakis with three winning Democrats—House Speaker Jim Wright, seated; Sen. Howard Metzenbaum of Ohio, and Vice Presidential Candidate Lloyd Bentsen of Texas, who lost in the vice-presidential race but returns to the Senate.

Sen. Barbara Mikulski, foreground, right, Maryland Democrat, wasn't up for re-election but she campaigned hard for labor-endorsed candidates, many of whom won.

The November elections were the focus of the AFL-CIO Public Employees Department's executive committee meeting in October. By satellite television hookup, pollster Lou Harris told participants that the presidential election was "too close to call."

UBC/CLIC assesses election returns

DEMOCRATS STRENGTHEN CONTROL IN CONGRESS

Despite the loss of the presidency, the Democratic party built a stronger coalition in the House of Representatives and the Senate in the 1988 U.S. general elections. Democratic gains in the House of Representatives mark the first time since 1960—and only the second time since World War II—that the party losing the presidency has gained such an advantage in the House.

Almost all the UBC/CLIC-backed incumbents returned to Congress, and five new members were helped to victory by our work and contributions from CLIC. Bush's victory did not translate into a strong coattail for Republicans around the country. Instead, Bush will face a more powerfully Democratic Congress whose leaders have already announced their intention to be tough in pushing pro-worker Democratic priorities.

Nearly all the incumbent members of Congress in the House of Representatives were reelected, and about 88% won by margins of 60% or more. Many of these members were supported by CLIC contributions, including 199 on the Democratic side and 22 on the Republican side.

Among the new representatives elected were Jolene Unsoeld, (D. Wash.), Peter Hoagland (D. Neb.), Bill Sarpalius and Greg Laughlin (Democrats, Tex.), Mike Kopetski (D. Ore.) and Ben Jones, (D. Ga.). All of these new members were supported by contributions from CLIC, and by active participation by UBC members in campaign activities.

With a few races still too close to call, it appears that the Democrats in the House of Representatives will have gained five seats for an 89 seat majority of 262 to 173. The off-year elections of 1990 can be expected to widen that margin, as the Democratic party traditionally does well in the off-year.

In the Senate the Democratic majority appears to have gained two seats, although some elections may be subject to recounts. Senator Lautenberg of New Jersey held off a strong challenge from Republican Pete Dawkins with the active help of UBC members and CLIC. UBC-backed Governor Bob Kerrey won in Nebraska against incumbent Republican senator Dave Karnes. Governor Richard Bryan also defeated incumbent Republican senator Chic Hecht in Nevada. The UBC gave active support to the reelection of our good friend Senator Howard Metzenbaum from Ohio. Although tremendously outspent by Republican incumbent Senator Wallop, John Vinich of Wyoming came to a photo-finish in which there will be a recount. CLIC made contributions to John Vinich, as well as Mike Lowry in Washington State, who appears to have narrowly lost his bid for the Senate seat.

Congratulations to our politically active members who helped to ensure victory for our old and new friends in Congress. You can be assured that your efforts will be remembered when these members of Congress return to begin the 101st Congress in January 1989.

NEW YORK SALUTES
PAT & BETTY CAMPBELL
DAILY NEWS
PAT AND BETTY CAMPBELL HONORED

It was a banner evening for General President Emeritus Campbell, as Paschal McGuinness, president of the district council, presented to the honoree a framed front page from a special edition of the New York Daily News, left, and an actor "newsboy" distributed the Campbell Edition to the dinner guests.

Campbells honored at New York City council dinner

The New York District Council of Carpenters paid special tribute to General President Emeritus Patrick J. Campbell on September 24. In "An Evening of Friendship" at the Sheraton Centre Hotel in New York City, a host of friends and fellow UBC members saluted Pat Campbell for his many years of service and Betty Campbell "who has shared him with a larger family, the United Brotherhood of Carpenters and Joiners of America and the American labor movement."

More than 1,300 guests participated in the testimonial dinner. Among the highlights was the presentation of a check for a quarter of a million dollars for Blueprint for Cure, the diabetes research campaign of which Campbell is a co-chairman. *(See Page 15)* A special Saturday edition of the New York Daily News was distributed to the guests, which contained pictures of the Campbells on the front page. A film, "The Campbell Years," was shown to the gathering, and the New York City Police Department Pipe Band performed. In an additional tribute, a papal apostolic blessing was presented to the Campbells from His Holiness John Paul II.

Pat and Betty Campbell were deeply moved by the standing ovation given them on this "Evening of Friendship."

General President Emeritus William Konyha, who preceded Campbell in the top general office, recalled many happy occasions of years past.

Campbell was born in New York City, and he joined the United Brotherhood in Rockland County, N.Y., where he served his apprenticeship. He has many ties to New York, having served there as a UBC official in many capacities, including a period as general executive board member for the First District.

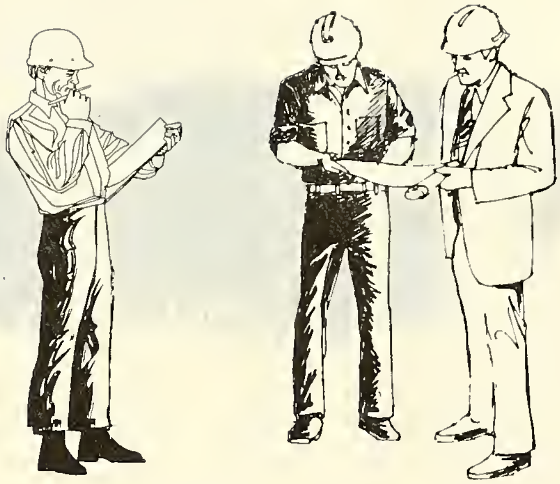
After a decade of active work with his local union and council, he was appointed by General President Maurice Hutcheson as an international organizer, and he moved to the General Office in Washington, D.C., in 1966 as assistant to the general president.

Later, he was named general executive board member for the First District.

Campbell, 69, assumed the highest office in the UBC on November 1, 1982, following the retirement of William Konyha.

When he took office in 1982 he called upon all members, their families and relatives to "join in my quest to move forward and not to rest on our past laurels . . ."

He worked actively to keep the union strong through the 1980s.



Shipbuilding crafts gain inspection rights

Appeals court bolsters organizing and leafleting rights, upholds union participation

In a strongly-worded opinion, the First Circuit Court of Appeals upheld First Amendment protections for union organizers and called the disqualification of a union representative from Occupational Safety and Health Review Commission proceedings, "a naked attempt to control the course of the union's campaign."

The court ruled that an administrative law judge for the OSHRC unconstitutionally attempted to disqualify United Brotherhood of Carpenters Representative Stephen Perry from acting on behalf of employees at General Dynamics' Electric Boat Division in proceedings against the company. Perry had attempted to assist workers in winning expedited enforcement of serious health and safety violations discovered at the firm's Quonset Point, R.I. facility.

The administrative law judge excluded Perry from OSHRC proceedings because Perry distributed organizing leaflets describing the case to employees as part of an ongoing union campaign for the plant's 5,500 workers. The court found the leaflets were constitutionally protected and said the administrative law judge's order expelling Perry "so exceeded the proper scope of the Review Commission's authority as to constitute a usurpation of power."

The Appeals Court, moreover, pointed out that the participation of Perry as a union representative in the proceeding would "permit the employees to participate more effectively," and ordered Perry's reinstatement as the employees' representative. The court also ordered that the administrative law judge "refrain from the taking of any retaliatory actions."

In 1986 and 1987, Perry and others uncovered numerous recordkeeping, safety and health violations at the General Dynamics' facility, resulting in OSHA inspections and fines totaling more than $615,000. After the fines were levied, both General Dynamics and affected employees petitioned the OSHRC. The company sought to delay or overturn the fines while the employees sought quicker enforcement.

The employees then designated Stephen Perry as their representative in the proceedings, and General Dynamics challenged both the employees' and Perry's right to participate in the hearings. Despite permitting Perry to represent the employees, the administrative law judge later ruled that Perry and the employees would not be permitted to "abuse" the proceedings by disclosing "information developed through the proceeding."

While the judge's order appeared to have been originally directed at prohibiting disclosure of pretrial discovery information obtained in the case, General Dynamics later moved to disqualify Perry on the grounds that the orgainizing campaign distributed leaflets containing information obtained outside the proceeding. These leaflets suggested that some of General Dynamics' managers might spend time in jail because the U.S. Department of Labor Solicitor's Office raised the possibility of criminal prosecution of these managers during settlement discussions between the company and the agency's attorneys.

When the administrative law judge excluded Perry from the hearings in retaliation for the campaign's distribution of these leaflets, the UBC and the American Civil Liberties Union jointly filed a writ of mandamus challenging the administrative law judge in the First Circuit Court of Appeals.

The court's ruling takes the administrative law judge to task. It stated that in the final analysis, the administrative law judge tried to regulate the contents of United Shipbuilding Crafts campaign literature—his main objection being that some of it is untrue. This he cannot do. The USC's efforts to organize, and the propriety of its conduct during that effort, is the province of the National Labor Relations Board, not the Occupational Safety and Health Review Commission.

Sigurd L. Lucassen, general president of the UBC, said, "We are, of course, pleased that the court has recognized that the First Amendment protects organizers' speech in the context of an organizing campaign. But, I find it particularly ironic that, in an election year marked by strident Republican criticism of the American Civil Liberties Union, that the ACLU and UBC attorneys succeeded in upholding such basic constitutional protections, such as the right of employees to talk to one another about safety and health matters affecting them."

The attorneys handling the case on behalf of the employees and Perry will be seeking attorney fees against the Review Commission under the Equal Access to Justice Act.

Political action and you

Get into the action for 1988. UBC political action!

Housing partnership legislation

In an attempt to address the critical problem of the shortage of affordable housing, Rep. Joseph P. Kennedy (D-Mass.) has introduced a bill to provide government assistance to help nonprofit community-based organizations, including unions, develop new and rehabilitated housing at a moderate cost. Wayne Pierce, general treasurer, testified at a hearing held earlier this year on the legislation.

As it has worked in Massachusetts, union pension funds would be used as collateral to obtain loans to buy land and materials. A contractor, willing to help build homes at a reasonable price, would be hired. Recipients of the housing would be chosen by lot. The nonprofit group would advertise in the newspaper for applications. Applications would be screened by the bank, and only qualified applicants would be placed in a lottery.

Under this arrangement, more than 18 units have been constructed at a building site in South Boston. Homes built in the Boston area through the joint venture could be sold for $150,000 or more, but they are selling from between $78,000 and $138,000.

The UBC will be giving its full assistance to Congressman Kennedy to get this bill passed in the next Congress.

Getting involved in politics

Marty O'Boyle, business representative of the Northwest Illinois and Eastern Iowa District Council of Carpenters, served as labor coordinator for Democratic challenger Bill Gluba in the congressional race for the First District in Iowa.

"When Bill asked me to assist him in his Congressional campaign, I immediately felt honored to have been offered the opportunity to help elect someone to Congress that has a proven pro-labor tract record," said O'Boyle. "Becoming involved in the political process has been very rewarding personally in knowing that I can make a difference."

Bill Gluba has served in the state legislature as a representative and senator, and has been a champion for workers' rights.

Said Gluba, "Marty's activities within the Democratic Party have assured that the concerns of labor are brought to my attention. I am also very grateful for the support that CLIC Director, Wayne Pierce, District Council Business Manager Doug Banes and the UBC have given to this campaign."

O'Boyle summed up his involvement by saying, "The message from our General Office is clear—union members must become involved in the political process at the local grass roots level to ensure the voices of average working people will be heard."

Hats off to all of the locals, state and District Councils and their members who worked in campaigns in 1988. There are many Marty O'Boyle's in the UBC who understand politics starts at the grassroots. Send your campaign stories to the Political and Legislative Department of the UBC, 101 Constitution Avenue, N.W., Washington, D.C. 20001.

CONGRESSIONAL SCOREBOARD

The 100th Congress has adjourned having passed some legislation that will help workers, but leaving other pro-worker bills to be brought up next year. Here is a summary of some of the key legislative issues which concern workers that were addressed by the Congress in 1988.

CATASTROPHIC HEALTH CARE—The bill to provide catastrophic health care to the elderly passed both Houses of Congress in June and was signed into law by the president.

DAVIS-BACON LAW REFORM—Labor-supported amendments to strengthen Davis-Bacon were not passed by Congress. Attempts to weaken the law were defeated.

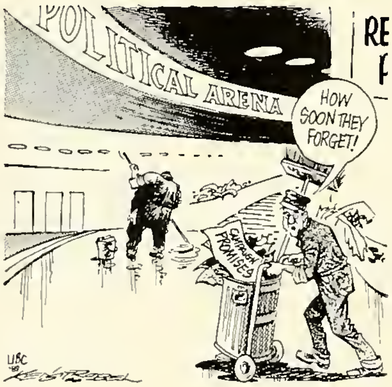
DOUBLE BREASTING—A bill to end the practice of contractors setting up nonunion companies to avoid collective bargaining obligations was passed by the House in June 1987. A similar bill on the Senate side, however, was not passed.

HIGH RISK NOTIFICATION—A bill to inform workers of exposure to toxic substances or processes was passed by the House in October 1987. The Senate failed to end a filibuster in March 1988, and the bill was withdrawn.

MINIMUM WAGE—Legislation to raise the minimum wage was approved by committees of both the House and Senate in 1988. The Senate, however, failed to end a filibuster in September and the bill was withdrawn.

POLYGRAPH TESTING—A bill to prevent employers from forcing employees or applicants for employment to take lie detector tests was passed by the Congress and signed by the president in 1988.

PLANT CLOSINGS—Despite a threatened veto, a plant closing bill was passed by the Congress and allowed to become law by the president in 1988. The bill provides 60–days notice before a plant can close.



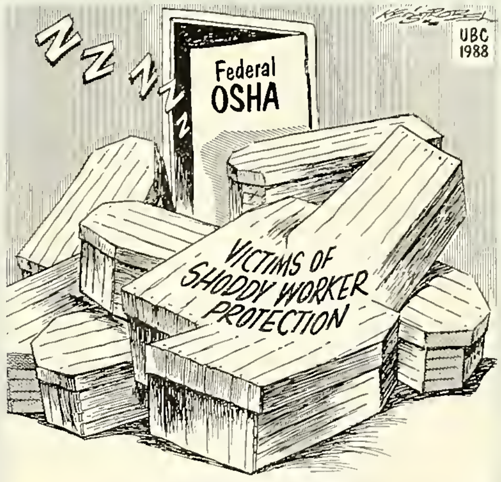
The elections are over, and elected officials are taking office. Make sure they keep their campaign promises. How soon they forget!

Getting away with murder in the workplace

The House Government Operations Committee last week released a report charging the Occupational Safety and Health Administration failed to criminally charge employers who willfully disregard worker safety. Rep. Tom Lantos (D-Calif.), chairman of the subcommittee preparing the report, commented that company officials who willfully and recklessly violate federal OSHA laws "stand a greater chance of winning a state lottery than being criminally charged by the federal government for workplace safety violations."

Noting that no one has ever spent a day in jail for violating the OSH Act, Lantos stated, "The limited criminal penalty provisions of the OSH Act that OSHA has failed to utilize provides no deterrent to employers violating the statute."

Legislation to correct problems with OSH Act enforcement will be introduced in the next Congress.


ZZZZ
UBC 1988
Federal OSHA
VICTIMS OF SHODDY WORKER PROTECTION

ON THEIR DOORSTEP

Local unions and councils continue in active political roles

The District Council of Westchester County, N.Y., recently collected $25,000 for the Carpenters Legislative Improvement Committee, and the check was presented to CLIC Director and General Treasurer Wayne Pierce, left, and General President Sigurd Lucassen, right. Making the presentation were Paul DiCesare, president of the Council and business manager of Local 188, and Salvatore Pelliccio, executive secretary-treasurer.

CLIC Director Pierce urges local unions and councils to continue their work in the area of political education and political action during the coming year. Although the 1988 general elections are now history, there is much to be done in the state legislatures and in national legislative bodies to achieve the particular goals of trade unionists, Pierce points out. CLIC will present a full agenda of legislative proposals to the Congress in January.

Volunteer contributions to CLIC

Recent contributors to the Carpenters Legislative Improvement Committee include James O'Reilly, retiree, Local 2046, Lafayette, Calif.; Howard Bennett, retiree, Local 140, Hudson, Fla.; Santi J. Fiore, retiree, Local 543, Boca Raton, Fla.; Floyd Dulinsky, retiree, Local 180, Stockton, Utah; Stephen M. Dunn, Local 142, Washington, Pa.; Victor Melillo, retiree, Local 1052, Cherry Hill, N.J.; Thomas Aufmann, Local 839, Deerfield, Ill.; Norman Spaulding, retiree, Local 586, Sacramento, Calif.; Robert H. Wilson II, Local 845, Upper Darby, Pa.; Mr. and Mrs. B.R. Upton, retired, Local 1471, Jackson, Miss.; William H. Grimes, Local 620, Madison, N.J.; Rodell Bloomfield, retiree, Local 1319, Albuquerque, N.M.; James D. Carsel, Local 311, Iantha, Mo., and Thomas Hutchings, Local 22, South San Francisco, Calif.

In recent weeks additional contributors included: Dean D. Ramsey Jr. Local 319, Chester, Va.; Floyd L. Self, retiree, Local 1486, Sagle, Idaho; John Webb, Local 5, Webster Groves, Mo.; J. O. Mack, retiree, Local 61, Kansas City, Mo.; James Finnetty, Local 608, Yonkers, N.Y.; William H. Julius, retiree, Local 62, Colorado Springs, Colo.; H. Bowen, retiree, Local 185, Arnold, Mo.; Clifford N. Leaf, Local 624, Wagvoit Mass; Anton J. Martin, retiree, Local 213, Houston, Texas; Thomas Birong, Local 839, Arlington Heights, Ill.; Robert H. Stranger, retiree, Local 314, Shaweno, Wis.; Howard Bennett, retiree, Local 140, Hudson, Fla.; Rudy N. Lorin, retiree, Walterboro, S.C.; A. Lucas, retiree, Local 100, Grand Rapids, Mich.; John A. Mosko, retiree, Local 668, Sunnyvale, Calif.; Thomas Kay, retiree, Local 359, Morrisville, Penn.; Howard Holman, retiree, Local 1739, St. Louis, Mo.; Giles Ackerman, retiree, Local 124, Wanaque, N.J.

UBC
UBC Contract
Benefits
Now that's a lasting gift!
Seasons Greetings to all
from your UBC Officers & Staff

Ottawa Report

WHY UNIONS ARE FORMED

Many negative things have been said about unions by people who never found it necessary to become members, says Dave Fraser, a writer in the *Calgary, Alta., Herald.*

"Why is it," he asks, "that a white collar worker who spends four or five years in a university can make $30,000 or $40,000 a year, and that's OK, but, if a tradesman spends five years in apprenticeship to become a tradesman and makes that kind of money, it is a crime?

"Who built the schools for them to learn in and the office buildings for them to work in, all warm in winter and air-conditioned in summer?"

Fraser took the Alberta provincial government to task because it does not have a minimum wage scale for tradesmen, "as there is in Manitoba."

INFLATION STABILIZES

A report from Informetrica Ltd. says inflation is not accelerating, thanks in part to workers. Any upward pressure in prices over the last 18 months has come from government sales tax increases and higher food prices.

Economists with Informetrica questioned the Bank of Canada's use of high interest rates to combat inflation, noting that they are now at a 2½ year high while inflation has remained stable at 4% all year.

The study also noted that although inflationary pressures are building in the industrial heartland of Ontario, there's no sign those pressures are spreading to other parts of the country.

The report also concluded that import prices have generally dampened overall inflation since the first quarter of 1987 and attributes this to the growing strength of the Canadian dollar.

The Canadian dollar hit its all-time low of 69.13 cents (U.S.) in early 1986, but has now risen to more than 82 cents (U.S.). The currency also showed an increase against some other foreign currencies.

WAGES BEGIN CATCH UP

Wages have once again become the key issue in labor negotiations after five consecutive years of workers accepting wage increases which are less than the inflation rate. As a result, this year's wage settlements across Canada have climbed higher than the inflation rate, and observers predict an increased push by unions for even better wage packages.

"We've turned a corner. It's not enough to have a job, you need purchasing power. People are saying, 'This company is making money hand over fist, and we want our share,' " said Fred Pomeroy, president of the Communications and Electrical Workers of Canada.

Statistics from Labor Canada show union settlements involving 500 or more workers have increased on the average 4.5% in the second quarter of this year, a five-year high. Regionally, the highest settlements have been in southern Ontario, where contracts covering 200 or more workers averaged a 5.1% increase in the second quarter of this year.

INFLATION TOOK TOLL

The average Canadian worker's wages have remained the same over the past 10 years, according to two recent studies.

According to Statistics Canada, wages and benefits rose 140% to $27,900 a worker between 1975 and 1987, and all but 1.5% of that gain was wiped out by inflation.

Another study by Trends in Labor Income showed that the small gain was in pensions and medical plans, not take-home pay.

Nonunionized employees are expected to receive a 5% raise in 1989 as compared to a 4.4 to 4.8% increase for unionized employees, said the Conference Board of Canada in its annual compensation outlook survey. The board also noted that regional differences in pay will tend to lessen in 1989 with average increases ranging from 5.1% in Ontario to 4.6% on the Prairies.

For the nonunion sector, the differential between average and outstanding employees is growing, and outstanding workers can expect raises averaging 7.9% in 1989, the Conference Board said.

COMPENSATION COSTS

According to the Canadian Centre of Occupational Health and Safety, 54 of every 1,000 paid employees received money from workers' compensation boards each year from 1982 to 1986.

The bill for work-related accidents has risen to about $14 billion a year, with forestry, construction and manufacturing industries having the highest rates of disabling work injuries resulting in time lost over the five-year period surveyed.

In Ontario, the most industrialized province, the number of disabling injuries from 1979 to 1987 increased by 61%. But the increase may be attributed to the greater range of categories for injuries that are now eligible for compensation.

Rishcal
UNITARIA

Above, labor representatives from the U.S. and 31 other countries accompany Chilean labor leaders on their way to begin a 54-day sentence of internal exile.

At lower right, in Kribi, Cameroon, members of the cooperative the ILO is developing there remove fish from their net.

AMERICAN LABOR AROUND THE WORLD

'A Growing Interest in International Affairs'

In recent years there has been a growing interest in the international policies of the American labor movement. One reason is dramatic instances where the trade union movements in various other countries emerged as key players to bring democratic change to those countries.

In Poland, within a matter of a few months, a free trade union movement of 10 million members was created. Solidarnosc is the voice of a whole people and their aspirations for democracy.

Excerpted from remarks at the AFL-CIO Cleveland Conference By Tom Kahn, Director of International Affairs

In South Africa, a black trade union movement is the most important single potential force for peaceful, democratic change. That's the only thing that's really changed in South Africa.

Hundreds of thousands of workers in South Korea demonstrated in the streets and largely as a result of that, important democratic changes are occurring in that country.

We in the AFL-CIO have assisted all of those forces morally, politically and financially.

Those who misunderstand what we are doing abroad, and why we are doing it, sometimes misunderstand because they don't understand what a trade union is. Every aspect of social and economic life concerns the labor movement.

The AFL-CIO holds regional conferences on international affairs because members of affiliated unions have a right to know what the federation is doing abroad—because it's done with dues money and with taxpayer money.

We are not an instrument of a political party. Several of our European trade union friends are tied to political parties. They may set their own domestic, economic and collective bargaining agendas, but when it comes to foreign policy they just adopt the party position. We don't do that. We react on the basis of the trade union point of view—to advance the interests of workers.

If governments don't believe in the right of freedom of association, you have a struggle on your hands to promote the idea of trade union rights. No society in the world gives workers their rights and denies rights to everybody else. The fight for worker rights becomes the fight for human rights in general—free assembly, freedom of worship, a free press. It is the struggle for democracy.

Another reason for the increased interest in the international policies of the American labor movement is the issue of foreign trade. U.S. union members are aware that what is in their pocketbook is affected by decisions that are made in Tokyo, Taiwan, Mexico and elsewhere.

One of the means we use to force observance of worker rights is through the Generalized System of Preferences. We want trade legislation that says no country that violates workers' rights can have any trade preference with the United States.

Various critics denounce us for being interventionist. We don't tell workers in other countries what they ought to do. Our position is that if they want our help, tell us what you want to do, and we will do everything we can.

When the Solidarity trade union movement began in Poland, we didn't rush in because we weren't sure whether help from the AFL-CIO would be an embarrassment that the government could use against the union. So we held back until Lech Walesa asked for help from the democratic trade union movements of the world.

The AFL-CIO once said that military aid to El Salvador should be conditioned on their making progress in guaranteeing human rights, worker's rights, land reform and an end to the death squad activities. At that time we supported military aid because the trade union movement in El Salvador said the AFL-CIO position, and their influence over it, would give them a lever in negotiating with government. When the trade unionists there said they were not making progress, we supported their call for a cutoff of U.S. aid.

So we are consistent. We do what the union people in the country ask us to do.

On this question of "intervening," we are intervening with the Poles, sending in supplies to build the trade union movement there. We are intervening in South Africa. We intervene in Central America to encourage democratic forces against the far left and the far right.

We are going to continue intervening on the side of workers and the poor. It all comes down to the worlds of the old union song:

"Which side are you on?"

What the AFL-CIO does overseas

The AFL-CIO role in international affairs is designed to assist in building free trade unions—especially in the developing nations—in order to solve mutual trade union problems and advance democratic values.

American labor has maintained this interest from its earliest days. In November 1881, the first national meeting of the Federation of Organized Trades & Labor Unions (forerunner of the American Federation of Labor) condemned the "conditions of the oppressed people" of Ireland. Sam Gompers took a strong interest in the Mexican Revolution and, following World War 1, helped found the League of Nations' International Labor Organization.

Following World War II, American Labor helped repair what was left of the European union structures, supported the Marshall Plan and helped implement it.

This international trade union cooperation led to creation of the International Confederation of Free Trade Unions and the Trade Union Advisory Committee to the Organization for Economic Cooperation & Development—important centers of free labor's international work.

A natural outgrowth was the establishment of the Inter-American Regional Organization of Workers, the African Regional Organization and the Asian & Pacific Regional Organization.

American labor's commitment rests on the belief that workers must have the right to organize, the right to strike and the right to express themselves politically, for what is won in bargaining can be taken away by government. For labor, there is only one human rights standard: all people must be free to create and control their own organizations and institutions independent of the state.

Today the AFL-CIO extends broad-scale international assistance through four institutes—the American Institute for Free Labor Development, the African-American Labor Center, the Asian-American Free Labor Institute and the Free Trade Union Institute.

Assistance is carried out at the request of, and in full cooperation with, the trade unions in the countries concerned. This includes education in collective bargaining, organizing techniques, occupational safety and health training, nursing and medical care and such mutual assistance projects as cooperative and credit unions.

In working to protect trade union rights, the AFL-CIO also helps workers exercise fundamental political rights—publicizing government efforts to intimidate unionists, providing support for nonpartisan get-out-the-votes drives, and helping free trade unions counter well-financed government-controlled "unions" that opposed democratic procedures.

In addition to AFL-CIO funding, the institutes receive grants from:

- The National Endowment for Democracy, a private institution financed by an annual appropriation from Congress.
- The Agency for International Development, a federal agency funded by congressional appropriations.
- Special appropriations voted by Congress in response to special situations overseas in such areas as the Philippines, the Sudan and South Africa.

A 1987 summary shows that funding for the regional institutes came from these sources:

NED	$ 4,814,371
AID	22,760,335
AFL-CIO	662,000
Total	$28,236,706

The federation has voiced its disagreements on foreign policy with every U.S. Administration and occasionally the U.S. government has refused to fund an AFL-CIO program abroad. When that happens, the federation says "we'll try you next time," and looks for other funding.

The other part of the AFL-CIO's international activity is its relationship with free labor organizations throughout the world in advancing democratic values. The AFL-CIO works with:

- The International Labor Organization, a tripartite United Nations body in which workers, employers and governments develop fundamental standards in such areas as maximum hours, minimum wages and occupational safety and health. ILO policies also oppose forced labor and employment discrimination, and support freedom of association and the right to organize.
- The International Confederation of Free Trade Unions, composed of 145 affiliates with 82 million members in 99 countries. Through the ICFTU, free trade unions develop cooperative activites and common strategies to defend the rights and advance the interests of working people.
- The International Trade Secretariats, organized along occupational or industry lines, which assist affiliates facing economic or political difficulties, provide technical help to unions in developing countries, counteract the activites of communist-controlled "unions," and exchange information on how to deal with multinational corporations.
- The Trade Union Advisory committee to the Organization for Economic Cooperation & Development, which addresses issues concerning worldwide

Continued on Page 38

Latest report on 'Blueprint'

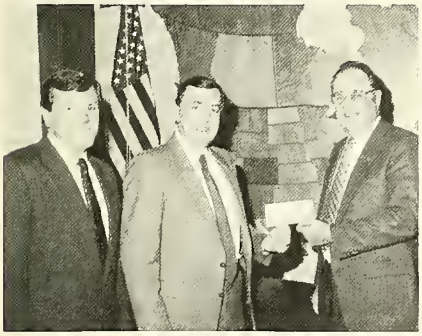
Thousands of UBC members have pledged 60 minutes pay to the Blueprint for Cure campaign, helping to build a major facility for diabetes research. Resolutions pledging unanimous support for the Blueprint drive have been received at the General Office from 19 district councils, one state council, 139 local unions and one ladies auxiliary. Here is a state-by-state rundown on donations received from the 50 states:

Alabama	$371.55
Alaska	1,600.55
Arizona	105.67
Arkansas	37.50
California	40,970.62
Colorado	214.15
Connecticut	3,145.13
Delaware	1,000.00
District of Columbia	462.00
Florida	5,474.45
Georgia	276.15
Hawaii	0
Idaho	20.00
Illinois	10,712.39
Indiana	103,502.00
Iowa	1,726.90
Kansas	984.15
Kentucky	1,326.26
Louisiana	897.55
Maine	75.00
Maryland	1,219.00
Massachusetts	19,876.11
Michigan	586.01
Minnesota	587.35
Mississippi	422.00
Missouri	3,507.22
Montana	88.50
Nebraska	253.20
Nevada	100.00
New Hampshire	212.69
New Jersey	8,707.86
New Mexico	30.00
New York	271,902.78
North Carolina	100.00
North Dakota	93.68
Ohio	2,147.78
Oklahoma	40.00
Oregon	2,204.01
Pennsylvania	20,903.71
Rhode Island	1,743.90
South Carolina	24.40
South Dakota	0
Tennessee	890.30
Texas	1,921.67
Utah	0
Virginia	1,718.26
Washington	1,698.94
West Virginia	296.89
Wisconsin	1,393.04
Wyoming	153.25.

NEW YORK SAL
PAT & BETTY CAM
Sheraton Centre Hotel & Towers · New York

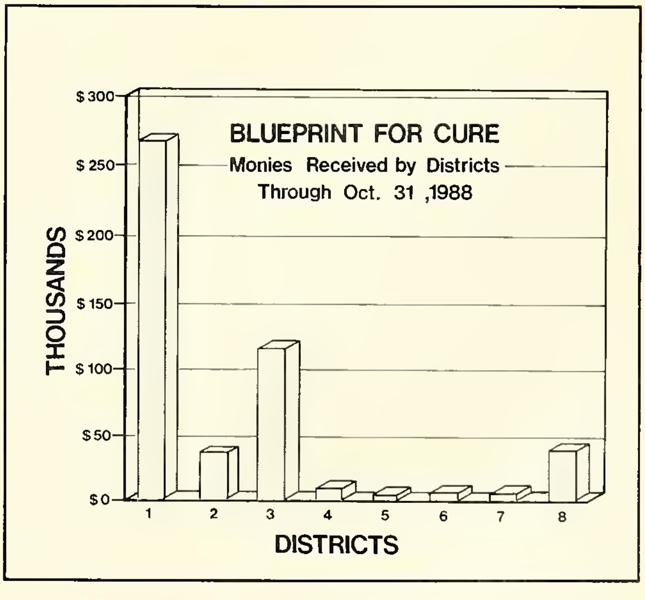
A highlight of a recent testimonial dinner for General President Emeritus Patrick J. Campbell in New York was the presentation of a check for $250,000 to Campbell for "Blueprint for Cure." Making the presentation were President of the New York City District Council Paschal McGuinness and the board of trustees Theodore King, management trustee; President McGuinness; Alvin Jaffe, management trustee; Francis J.P. McHale, secretary-treasurer; 1st Vice President Irving Zeidman and 2nd Vice President Frederick Devine. This is the second check for $250,000 donated by the New York City District Council.

$10,000 more was added to the Blueprint for Cure coffers on Oct. 16, when leaders of Local 107, Worcester, Mass., presented a check to UBC General President Sigurd Lucassen. The donation was the sum of monies collected from Local 107 members and local construction contractors. At the presentation, from left, were Richard A. Avedian, coordinator; Norman A. Vokes, business manager; General President Lucassen; Thomas Russell, director-coordinator, and Frank H. Gross, executive director, Carpenters promotional fund.



A $5,000 check from Boston area members for Blueprint for Cure was recently presented to General President Sigurd Lucassen by Robert C. Weatherbee, Local 40 business manager, and Robert A. Bryant, Local 40's business representative and financial secretary.

Local unions and councils in three UBC districts continue to hold the lead in donations to Blueprint for Cure—District 1 because of the big New York contribution, above, District 3 because of two district council contributions in Indiana and District 8 because of donations from the Santa Clara Valley area.



Pension funds at work

Ground broken on 400-acre union financed project

United Brotherhood officials were on hand at the recent ground breaking ceremony for a 400-acre office park project in Bloomington, Ill., which was financed with pension trust money.

The project, the Medinah Business Center, is being financed by the Multi-Employer Property Trust (MEPT), in a joint venture with developer Hamilton and Partners, using money from 104 pension funds.

Projects like the Medinah Business Center hold many advantages for building trades unions, said George Vest Jr., president of the Chicago District Council of Carpenters and chairman of the board of trustees for the council's health, welfare and pension fund. These projects allow money to be pumped back into the local economy, and the work is performed by union members, and important point since nonunion laborers have taken over construction work in some areas of the country. These union workers also contribute money to the pension funds.

Nationally, the Chicago Carpenters pension fund was one of the first to invest in real estate projects, first by purchasing home mortgages and later investing in home construction and finally commercial construction projects.

Currently, federal regulations allow pension funds to use only part of their assets in real estate projects. Landon Butler, member of the MEPT policy board, said the rate of return on investments ranks in the top quarter of equity funds.

Dean Sooter, second general vice president, and members of the Chicago and Northeast District Council Pension Fund, Milton Holzman, Wes Isaacson, George Vest Jr., Tom Ryan and Richard Pepper of Pepper Construction broke ground on a new 400-acre project in the Chicago area financed by union pension trust funds. The project is expected to see 65 buildings erected over the next 10 years and will use union labor during construction.

Safety Council group honors UBC

The United Brotherhood was honored recently by the National Safety Council's Foundation for Safety and Health for its generous contribution to the foundation's annual fund.

Joseph L. Durst Jr., director of safety and health, accepted a plaque for the UBC from Foundation Chairman Richard W. Ireton during a donor recognition luncheon, Oct. 18, at the council's 76th Congress & Exposition in Orlando, Fla.

The annual fund provides financial support for the National Safety Council's safety and health programs and its awareness campaigns. A portion of the annual fund is granted by the foundation's trustees to safety and health programs of merit conducted by other organizations or by the council.

The National Safety Council is a nonprofit public service organization.

Richard Ireton of the National Safety Council's Foundation for Safety and Health and the IBM Corp., left, presents a special plaque to UBC Safety Director Joe Durst Jr. in recognition of the Brotherhood's support of work done for the National Safety Council.

Nevada contractors charged with Davis-Bacon Act violations

A Federal Grand Jury in Las Vegas has indicted three Nevada contractors on a nuclear test facility construction project with conspiracy to violate the Davis-Bacon Act.

The defendants, Patrick Timothy Burke, 31, president of Burke and Associates, Steven Carl Ayers, 28, president of the Nevada Steel Corporation, and Thomas George Mustagog, 57, president of Union Steel Corporation were indicted Sept. 29 in a 30-count indictment. The indictment alleges that the three contractors underpaid employees of the Union Steel Corporation approximately $450,000. The Davis-Bacon Act requires payment of prevailing area wages on federal construction projects.

In an apparent attempt to coerce employees to kick back their wages following an investigation by the U.S. Department of Labor's Wage and Hour Division, Burke filed a $400,000 civil suit against Union Steel employees claiming damages and alleging the employees had been unjustly enriched.

According to Ted Lawrence, regional inspector general for investigations, U.S. Department of Labor, an investigation by the Air Force's Office of Special Investigations was consolidated with the Labor Department's case. It resulted in Ayers' additional indictment on three counts of false claims for a construction project at Edwards Air Force Base, Calif.

If convicted on all counts, Ayres faces a maximum sentence of 145 years imprisonment and $400,000 in fines. The other defendants could be sentenced to 130 years and $260,000 fines each.

UBC entries take four awards in 1988 labor press competition

Four United Brotherhood publications were winners in the International Labor Communications Association's 1988 journalistic awards contest.

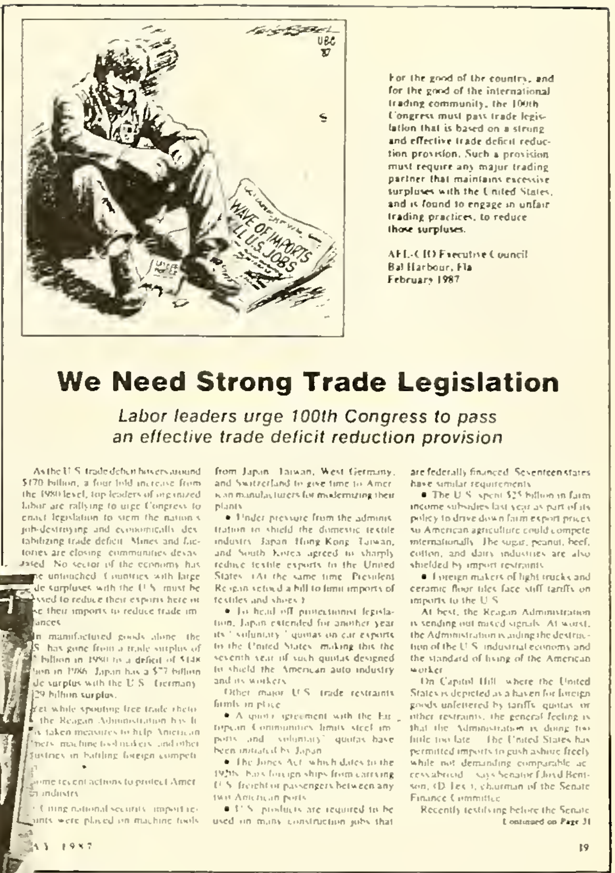
Carpenter, the international magazine, took an award for one of the best editorial cartoons of the year—a cartoon by Ken Strobel which illustrated an article on trade legislation. *(Shown in an accompanying illustration).* The judges said that Strobel's cartoon was "in the classic tradition of Fitzpatrick *(a famous cartoonist of the St. Louis Post-Dispatch).*" They added: "This is a serious editorial comment, and the image is unforgettable—a dejected worker, a layoff notice and a newspaper headline: "Wave of Imports Kill U.S. Jobs."

Cartoonist Strobel, who also produces cartoons for other labor publications, has been a *Carpenter* regular for many years. Based in San Gabriel, Calif., he is a retired member of the Amalgamated Transit Workers Union.

A second winner was *On the Level*, the official newspaper of British Columbia Carpenters. It took first award for excellence among regional publications

Continued on Page 29

Our prize-winning cartoon, right, appeared with an article on the trade situation in the May 1987 edition.


UBC
87
$
WAVE OF IMPORTS KILL U.S. JOBS

For the good of the country, and for the good of the international trading community, the 100th Congress must pass trade legislation that is based on a strong and effective trade deficit reduction provision. Such a provision must require any major trading partner that maintains excessive surpluses with the United States, and is found to engage in unfair trading practices, to reduce those surpluses.

AFL-CIO Executive Council
Bal Harbour, Fla
February 1987

We Need Strong Trade Legislation

Labor leaders urge 100th Congress to pass an effective trade deficit reduction provision

As the U.S. trade deficit hovers around $170 billion, a four-fold increase from the 1980 level, top leaders of organized labor are rallying to urge Congress to enact legislation to stem the nation's job-destroying and economically destabilizing trade deficit. Mines and factories are closing, communities devas-ated. No sector of the economy has e untouched. Countries with large de surpluses with the U.S. must be ssed to reduce their exports here or se their imports to reduce trade im-ances.

In manufactured goods alone, the S. has gone from a trade surplus of billion in 1980 to a deficit of $14 lion in 1986. Japan has a $77 billion de surplus with the U.S.; Germany 29 billion surplus.

Yet while spouting free trade rheto the Reagan Administration has s taken measures to help American ners, machine tool makers, and other dustries in battling foreign competi

ome recent actions to protect Amer n industry

Citing national security, import re ints were placed on machine tools from Japan, Taiwan, West Germany, and Switzerland to give time to American manufacturers for modernizing their plants.

- Under pressure from the administration to shield the domestic textile industry, Japan, Hong Kong, Taiwan, and South Korea agreed to sharply reduce textile exports to the United States. (At the same time, President Reagan vetoed a bill to limit imports of textiles and shoes.)
- To head off protectionist legislation, Japan extended for another year its "voluntary" quotas on car exports to the United States, making this the seventh year of such quotas designed to shield the American auto industry and its workers.

Other major U.S. trade restraints firmly in place:

- A quota agreement with the European Communities limits steel imports, and "voluntary" quotas have been initiated by Japan.
- The Jones Act, which dates to the 1920s, bars foreign ships from carrying U.S. freight or passengers between any two American ports.
- U.S. products are required to be used on many construction jobs that are federally financed. Seventeen states have similar requirements.
- The U.S. spent $25 billion in farm income subsidies last year as part of its policy to drive down farm export prices so American agriculture could compete internationally. The sugar, peanut, beef, cotton, and dairy industries are also shielded by import restraints.
- Foreign makers of light trucks and ceramic floor tiles face stiff tariffs on imports to the U.S.

At best, the Reagan Administration is sending out mixed signals. At worst, the Administration is aiding the destruction of the U.S. industrial economy and the standard of living of the American worker.

On Capitol Hill, where the United States is depicted as a haven for foreign goods unfettered by tariffs, quotas, or other restraints, the general feeling is that the Administration is doing too little too late. "The United States has permitted imports to gush ashore freely while not demanding comparable access abroad," says Senator Lloyd Bentsen (D-Tex.), chairman of the Senate Finance Committee.

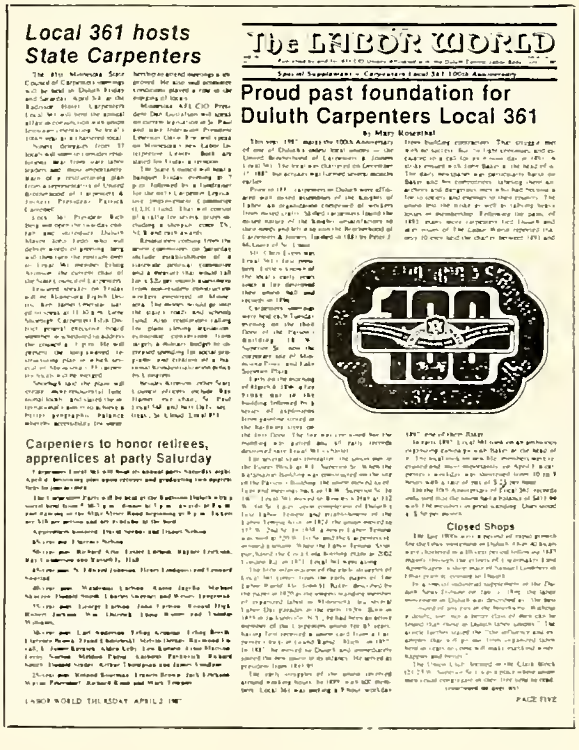
Recently testifying before the Senate

Continued on Page 31

AY 1987 19

Ken Strobel, left, has produced editorial cartoons for Carpenter *for more than 10 years. He is a retired member of the Amalgamated Transit Workers Union.*

Below is a section of the Duluth, Minn., Labor World *which tells of the union's 100th birthday. It was a winner in two categories.*



The LABOR WORLD

Special Supplement • Carpenters Local 361 100th Anniversary

Local 361 hosts State Carpenters

Proud past foundation for Duluth Carpenters Local 361

by Mary Rosenthal

Carpenters to honor retirees, apprentices at party Saturday

Closed Shops

LABOR WORLD THURSDAY APRIL 2 1987

PAGE FIVE

The British Columbia Council's newspaper has been a consistent ILCA winner.

Sandbar guilty — but Union is shafted

ON THE LEVEL

It's settled! 93 percent say yes

Building trades p
'political' delays a

ON THE LEVEL

Struggle continues at Citation

LATE FLASH!

New full-time officers and business representatives of construction locals attend final 1988 seminar

The final 1988 training seminar for new full-time officers and business representatives of construction locals was held during the last week of October.

This seminar, like three others this year, are in addition to seminars held for organizers and industrial local officers, which are conducted by the UBC industrial department.

Thirty-five local leaders participated in the October seminar. The seminar was designed to acquaint the participants with the duties and responsibilities of their offices. It was under the supervision of Second General Vice President Dean Sooter, working with Staff Representatives Ed Hahn and Jim Davis.

Participants in the October training sessions were:

Harvey Adams, business representative, Kentucky State District Council, Frankfort, Ky.

James N. Brookes, financial secretary and business representative, Local 665, Amarillo, Texas.

William F. Coyne Jr., business representative, Local 2018, Lakehurst, N.J.

Edward O. Dungan, business representative, Local 510, Berthoud, Colo.

Dennis L. Fehnel, assistant business representative, Local 600, Bethlehem, Pa.

Ronald C. Forest, business representative, Seattle District Council, Seattle, Wash.

Dennis Gervais, business representative, Minnesota Statewide District Council, St. Paul, Minn.

Mike Grimes, business representative, Northwest Ohio District Council, Toledo, Ohio.

Ace O. Guffey, business representative, Oregon State District Council, Clackamas, Ore.

Paul Hernandez, assistant business representative, Northwest Indiana District Council, Hobart, Ind.

Ronald Fred Herp, business representative, Kentucky State District Council, Frankfort, Ky.

Mike Higgins, business representative, Local 2232, Pasadena, Texas.

James Hornak, assistant business representative, Northwest Indiana District Council, Hobart, Ind.

Claude Hufnagel, business representative, West-Central Michigan District Council, Lansing, Mich.

Craig A. James, business representative, Northeast Ohio District Council, Akron, Ohio.

Samuel A. Kent, financial secretary and business representative, Local 131, Seattle Wash.

Mark Maher, assistant business representative, Local 558, Glen Ellyn, Ill.

Larry Mareck, business representative, Local 930, St. Cloud, Minn.

James Moore, business representative, West-Central Michigan District Council, Lansing, Mich.

John Nagelhout, business representative, West-Central Michigan District Council, Lansing, Mich.

Fred Nimke, business representative, Northwest Illinois District Council, Sterling, Ill.

Ken Norling, business representative, Minnesota Statewide District Council, St. Paul, Minn..

Dan O'Connell, business representative, Northwest Illinois District Council, Sterling, Ill.

Phil Peterson, business representative, Minnesota Statewide District Council, St. Paul, Minn.

William S. Rabinak, business manager, Local 1889, Downers Grove, Ill.

James Rejsa, business representative, Minnesota Statewide District Council, St. Paul, Minn.

Steven Richards, business representative, Southern Indiana District Council, Evansville, Ind.

Tony J. Scornavacco, financial secretary and assistant business representative, Local 1889, Downers Grove, Ill.

Paul V. Simon, business representative, Northeast Ohio District Council, Cleveland, Ohio.

Fred Stallings, business representative, Kentucky State District Council, Frankfort, Ky.

Ronald Lee Storjohann, business representative, Local 4, Davenport, Iowa.

Clair E. Strandlie, business representative, Minnesota Statewide District Council, St. Paul, Minn.

William Tidwell, financial secretary, Local 130, West Palm Beach, Fla.

Patrick J. Toich, assistant business representative, Local 149, Tarrytown, N.Y.

Ricky J. Turner, business manager, Local 379, Texarkana, Texas.

Mel Van Duser, business representative, West-Central Michigan District Council, Lansing, Mich.

LOCAL UNION NEWS

L.A. stewards complete FMCS training program

BLOCKS
ROLL SHEETS

Sam Sackman, moderator for the Federal Mediation and Conciliation Service, spoke to the stewards about the vital role unions play in the American economy.

Members of Local 721, Los Angeles, Calif., and 17 stewards from other area unions recently completed a Federal Mediation and Conciliation Service training program.

The program emphasized the difference a good shop steward can make in the areas of contract negotiations and bargaining, contract enforcement and employee morale.

Participants in the program were, front, Gilbert Aguilar, Hussman Refrigeration Co.; Dave Peterson, Local 721 business representative; Sam Sackman, FMCS moderator; Frank Gurule, Local 721 business manager; Tom Connoly, FMCS moderator; Jerry Nordin, Local 721 business representative; and Victor Nava, Local 721 business representative.

Second row, Ed Martinez, Standard Cabinets; Luis Vasquez, R.B. Phillips Fixtures; Al Fierre, Grand Rapids Fixtures; John Holland, Steve Carter, Alan Wilson and Larry Daniels all of Rockwell International.

Back row, Luis Contreras, Rehrig Pacific; Danny Landeros, International Extrusion Corp.; Steve Meza, Tyler Refrigeration; Ted Parks; Bailly Showcase; Red Rhoades, Stolo Cabinets; Dave Cook, Advance Door; Dan Howe, Super Freeze; Ben Grandi, Northwestern Showcase; Carl Clyde, Rockwell International; and Talt Coldiron, RFR Assoc.

St. Louis local takes logo public

Local 73 in St. Louis, Mo., has launched its own version of the 'Union Yes' program. Members have devised a logotype that will appear on bumper-stickers, T-shirts, jackets and caps throughout the area.

"Companies use logos every day to promote their products," said Local 73 President Bob Parkin. "We want to promote our product—which is the best skilled craftsmen in the world."

The local plans to tie in the logo with all their future activities as a means of informing the public that unionism means quality labor, productivity and fair cost to the consumer.

Parkin said he hopes other unions get involved and start promoting their own organizations and messages.

•

Look for the union label and union shop card when you shop. They're your assurance of quality merchandise and quality service.

New South Central Ohio delegates

The newly elected delegates to the South Central Ohio District Council were recently sworn in by International Representative Greg Martin.

Delegates were Del Baker Sr., Bob Woods, Jack Noggle, Dick Moreno and Norvel Davis.

Back row, Frank Casto.

Other delegates not pictured were Bob Puckett Sr., Glenn Smith, Doug Reffitt, Jim Graham, Carl Cummins, Charles Raypole, Wendell Bowman, Ed Layton, Gary Bush, Bob Burns, Marsh Barnes, David Evans, Bud Lamb, Bob Kennard, Dan Piatt, Gary Piatt, Tim Jones, Jim Bevins, Linda McGuckin, George Harlow, Richard Weber, Charles Howard, Pat Day, Duane Adkins, James Hughes, Michael Slack, Earl Canter, Sam Boston, John Grueser, Gary Saunders, Ed Henderly III and Bruce Lawerence.

International Representative Greg Martin also honored Business Representative George Harlow. Harlow was presented with a plaque given by the Parkersburg/Marietta Contractors Association naming him as Building Tradesmen of the Year.

Picketing task force established by New Orleans local union

INTERIOR SYSTEMS OF LOUISIANA, INC.
UNFAIR
Carpenters Local 1846
Painters & Allied Trades Local 1244
Glassworkers Local 936
AFL-CIO

Local 1846 members are in the process of establishing a task force with other New Orleans Building trades that will picket nonunion contractors in the Louisiana city.

During a recent strike against King and Co., a local drywall company, unionists noticed that owners and managers of high-rise buildings in downtown areas were quick to put King and Co. off the job because of the picket lines. Members decided the picket would work just as well with nonunion companies, and to date their efforts have been very successful.

Kentucky steward training

A number of members from Local 549, Owensboro, Ky., successfully completed steward training classes conducted by Business Service Representatives Jerry Landers and Ray Burchett of the Kentucky State District Council of Carpenters held Aug. 6 and Aug. 13.

Members learned the grievance procedure process, facts about arbitration and contract negotiations and other duties of a shop steward.

Kodiak Elk of the Year

Standing on the far left with the newly-installed officers of B.P.O. Elks No. 1772, Kodiak, Alaska is Larry Stephens, tiler a member of Carpenters Local 2162, who was named as Elk of the Year for 1987-88. The Elk of the Year Award is granted to a member who has served above and beyond the expectation of service by any member of the order.

Standing second from the right is Bruce Finke, business representative and executive secretary-treasurer of Local 2162.

That Stephens was selected for this honor is more than a little noteworthy. Without holding an office or chairing a committee, he was a member who did whatever was required to accomplish the job, which is what we all strive to do in our daily jobs, as carpenters.

Members of the task force demonstrate how they "put the blitz" on a nonunion contractor at the Pan American Life Building in New Orleans.

Florida Industrial convenes

Members of the Florida Council of Industrial and Public Employees held their Second Constitutional Convention, July 23, in Gainesville, Fla.

Convention delegates from locals affiliated with the council were given updates on the D.A.D.'s Day campaign and the success of coordinated bargaining efforts with forest product members around the country.

In addition, Representative Robert Bracken spoke about the importance of supporting pro-labor candidates for office in the recent elections.

Those attending the convention were James Tuberville, Robert Alexander, James Willis, Tony Blocker, Joe Saroka, Richard Krantz, Don Singletary, Greg Stoyakevytch, Robert Fletcher, David Rewis and Representative Robert Bracken.

Olympian supported

BRING HOME
THE GOLD
JUAN
ORENO

Business Manager Jon Ward of Local 250, Waukegan, Ill., presented Trainer Jerry Cook a $500 check for Olympian Juan Moreno of Zion, Ill.

Moreno captured the silver medal in Taekwondo at the 1988 Summer Olympics in Seoul, South Korea.

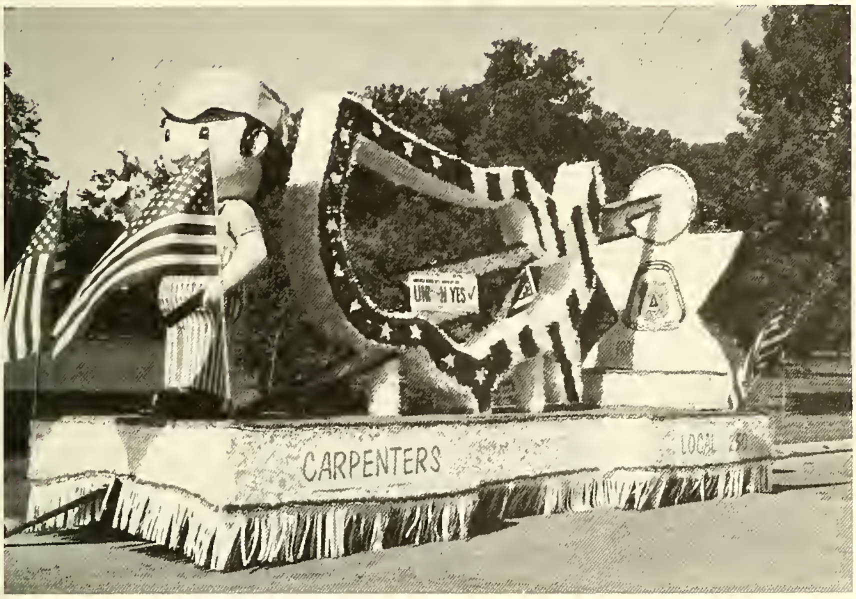
Local 250 supports candidate, parades

Local 250 members in Waukegan, Ill., kept busy as they lended their support to a congressional candidate and took part in an area Labor Day parade.

At right, Gene Friedmann, congressional candidate from Illinois' 10th District, accepts a C.L.I.C. check for $1,000 from Local 250 Business Manager Jon Ward as Art Valesquez, international representative, looks on.

In addition to their financial support, Local 250 members helped their candidate by manning phone banks and running registration drives for Friedmann.

Below, Local 250's float won first place in Illinois' largest Labor Day parade. The local has won first place honors for the third time in the past four years.



Several carpenters in the San Bernardio-Riverside-Imperial counties area took part in the first of four steward training classes.

Robert Huss instructed members about some of the qualities a good shop steward has with the aid of Walter J. Scott, executive secretary of the District Council of Carpenters.

Members who participated were, front, John Turner, Jerry Jennings, Ken Eberly, Tom Moore and Glen Parker.

Second row, Bob Huss, Tom Conway, LeVerne LeBlanc, Ed E. Roberts, B.J. Hayden, Tom Spolarich, Bruce Kaiser, Jim Burnett and Jack Scott.

Back row, David Rodriquez, William Ojendyk, Jim Parker, Jim White, Jim Phillips and Phil McElroy.

Not shown is Phillip Helsius.

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Labor News Roundup

NLRB Rule expected to boost organizing of hospital units

A proposed National Labor Relations Board rule for what constitutes appropriate bargaining units in hospitals is expected to make it much easier for unions to organize hospital workers.

If the NLRB puts the rule into effect by the end of the year as expected, unions will be able to petition for elections in as many as eight separate bargaining units in acute care hospitals. The units could be made up of registered nurses; physicians; all other professionals, technical employees, skilled maintenance workers, office and clerical employees, all other nonprofessional employees, and guards.

Under the new rule, for example, unions would not have to gain the support of doctors as part of their effort to organize nurses. Nor would they have to win the votes of secretaries in order to represent janitors.

Strongly opposed by hospital management and backed by unions during months of NLRB hearings, the proposed rule was published in the Federal Register to give interested parties a chance for further comment before it becomes final.

Service Employees President John Sweeney called the rule a "great step in advancing union representation to health care workers. I'm hopeful that we'll see some significant gains now."

The rule would reverse previous decisions by the NLRB which, since 1984, have allowed for only three or four bargaining units in hospitals. Since 1984, the proportion of hospital workers nationwide who belong to unions has dropped from 23 % to 19 %, according to the SEIU.

Garment Workers triumph over Soho, obtain jobber's agreement

The Ladies' Garment Workers triumphed over Soho Manufacturing by obtaining a jobber's agreement from the blouse firm notorious for its use of sweatshop contractors. The agreement with Local 23-25 calls for Soho to use only unionized shops for its production and to pay union wages to and provide medical coverage for employees. Soho also agreed to move its operation back to New York City: Amid the ILG campaign, Soho opened facilities in New Jersey.

Paperworkers' strike ends against I.P., scabs may decertify union

In an effort to preserve their bargaining rights, 2,300 Paperworkers in Jay, Maine, Depere, Wis. and Lock Haven, Pa. halted a 16-month-old strike against International Paper, hoping to regain their jobs as openings occur.

International Paper has been running its plants with nonunion replacements, and claims the mills are fully staffed. A company spokesperson acknowledged that the strikers will be legally entitled to first preference for any job openings.

At union headquarters in Nashville, spokesman Robert Frase said no settlement was reached, and the union is still engaged in a corportate campaign against International Paper. However, he delclared, "We need to get our people back into those mills."

Shortly after the strikes concluded, IP ended its lockout at the firm's Mobile, Ala., facility. Some 1,200 UPIU and IBEW members there returned to work after ratifying a contract which increased retirement benefits, wage rates and shift differentials in lieu of Sunday premium pay—a key issue in the dispute. (Under federal law, IP could not permanently replace workers it had locked out.)

Decertification elections are pending at the Jay and Lock Haven mills, where Paperworkers have filed unfair labor practices charges. An election to decertifty the union workers at DePere took place in September, but ballots were impounded by the National Labor Relations Board until disputes over issues including voter eligibility and the influence of the lockout are resolved, Frase said.

When the strike reached the one-year mark, the replacement workers became the eligible voters for union decertification. Frase noted the importance of getting union workers back in the mills before any further balloting takes place.

Labor task force forms to inspect meatpacking houses

After years of calling for safer conditions in the nation's meatpacking houses, organized labor finally got a response from the Reagan Administration—just before the presidential election, a union official noted.

The Labor Dept. announced it is forming a special task force to create a program of "intensive" inspections of meatpacking plants. The action followed a report issued last spring by the House Government Operations Committee declaring a "critical need" for the Occupational Safety and Health Administration to launch a "special emphasis" program of inspections in packinghouses.

The Government Operations report was based on 1987 hearings held by the Employment and Housing Subcommittee chaired by Rep. Tom Lantos (D-Calif.). The hearings stemmed from charges by the United Food and Commercial Workers that IBP, Inc. was underreporting injuries and illnesses at its Dakota City, Neb., meatpacking plant.

According to government statistics, more than 30% of workers in the meatpacking industry are injured each year, yielding the highest injury rate for any U.S. industry.

UPBP tests mail order pharmacy benefit program

A mail order pharmacy service will soon be tested among a cross-secton of AFL-CIO unions as part of a new Union Privilege Benefit Program.

"When fully under way, the Union Privilege Pharmacy Service will enable union members and their families to order prescription drugs, vitamins, over-the-counter medications and beauty products at a low cost from the convenience of their home," explained UPBP President Ray Denison.

The program will not charge an enrollment or annual fee and will have prices lower or competitive with discount drug stores. The program will also feature "open credit," allowing members who are involved in union-sanctioned strikes of 30 days or longer to defer prescription payments until the strike ends.

The Union Privilege Benefit Programs Board of Directors recently approved the program test, and selected MEDCO Cost Containment of Elmwood Park, N.J., to administer the program.

'Made in America' is hit of NY trade show

The hottest category at the Accent on Design Trade Show held recently in New York was "Made in America" items. This revelation was discovered by exhibitors and buyers alike who attended the biannual show.

It was noted that many of the home accessories coming onto the market today still have European styling, but, the difference is, many are now made in the U.S.A. The president of a small accessories company said "Not only are goods from Europe and Japan getting so expensive, but their deliveries are terrible. Everyone is looking for domestic resources."

Over 40,000 store buyers and manufacturers gathered at this mammoth exposition displaying thousand of products that included teapots, toothbrushes, magazine racks, barware, candlesticks, placemats and fireplace accessories.

Retirees center dedicated in Connecticut

Local 210 in Western, Conn., recently dedicated their new retirees center. Former General President Patrick J. Campbell, General Executive Board Member Joseph Lia and some 125 retirees attended the ceremony.

During a luncheon held in conjuction with the grand opening, Campbell and Lia asked retirees for their continued support. Afterwards, Local 210 Business Manager John Cunningham dedicated the retirees center, and expressed his thanks to the retirees for their service and asked for their support in setting up a service which would monitor construction site activity and support political action.

Former General President Patrick Campbell cuts the ribbon on Local 210's new retirees center. The center has a full kitchen and lounge area for members and will be open daily.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Starting a club

Does your local union or council have a retirees club? The office of the General Secretary has a packet of information available to your local officers which explains how to set up a retirees club in your area. Ask them to request a retirees' club information packet from: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Champion rower wins scull race again

Ambrose Callahan of New York, N.Y., won a gold medal after finishing first in the 60 to 65-year age division of the men's single scull race at the United States National Master Rowing Championships held in Oak Ridge, Tenn.

Callahan has been a member of Piledrivers and Dockbuilders Local 145 since 1946. During the 1950s, Ambrose collected four U.S. national titles plus several Canadian titles while rowing for the NYAC.

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It could be just the gift for a young person that sparks an interest to learn a skill. Learning how to work with tools at an early age is an ability that lasts a lifetime. Build a relationship working with a young person helping him learn the satisfaction of building something himself.

The Junior Tool Belt® includes belt, two leather pouches (tool bag and nail bag w/hammer holster). $22.50 PPD—check or money order.

We also make other fine, handcrafted adult **Carpenter's Tool Belts**. For this information, send $1.00 for brochure.

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CONSUMER CLIPBOARD

For informed shopping check labels carefully

Fortified? Enriched? Low Calorie?

By Phillip L. Polakoff, M.D.
Director, Western Institute for Occupational/Environmental Sciences

Labels can be misleading if you don't understand them.

Knowing how the FDA (Food and Drug Administration) regulates the use of terms and phrases found on the outside of the package is a key to the nutritional value of what's inside.

Here are some examples:

PRODUCT NAMES. Many products closely resemble one another. For example, a beverage containing only 10 percent pure juice may look like pure juice. Products like this—that look like another but are not—must be given a "common" or "usual" name to avoid confusion.

The fruit beverage may be called a fruit "drink" and the amount of characterizing ingredients (in this case, juice) must be indicated on the label.

ENRICHED. That means that some—not all—of the ingredients lost in food processing have been added back into the product.

FORTIFIED. This means that additional vitamins and minerals have been added during the processing. This is a tricky one, but don't be confused. Fortified and enriched foods are not "super foods" and do not offer complete nutrition. Your body needs more than forty nutrients for good health.

DIET "SUPPLEMENT." These are products fortified with 50 percent or more of the U.S. recommended daily allowance (USRDA). A lot of cereals fall into this category.

IMITATION. If a food does not meet FDA "Standards of Identity" or if it is "not as nutritious" as the product it resembles or substitutes, it must be labeled "imitation." If it's not nutritionally inferior, it does not have to be called imitation and can be given a new name.

Examples are low-cholesterol egg substitutes which provide a nutritious alternative to people on special diets.

LOW CALORIE. Whenever you see this on the label, it means the product contains no more than 40 calories per serving or 0.4 calories per gram.

REDUCED CALORIE. This means the product contains at least one-third less calories than the product it substitutes or resembles.

A word of caution for dieters: Low and reduced calorie foods do not mean that you can eat all you want of them. Stick to regular portions. After all, if you ate three times as much of a reduced calorie product, you might as well eat the high-calorie, real thing.

SUGAR-FREE. About all this tells you is that the product does not contain sucrose—table sugar. However, it might have other sweeteners such as fructose, corn syrup, high-fructose corn syrup, sorbitol, mannitol, honey, molasses or artificial sweeteners.

FOOD GRADES. These grades are not based on nutrition, which may surprise some people. The USDA (U.S. Dept. of Agriculture) establishes food grades as a measure of quality—based on appearance and texture.

Food grading is not the same as inspection for safety and wholesomeness. Food grades are voluntary and do not have to be on the label.

PULL OR SELL DATE. This is the last date the product should be sold, assuming it has been stored and handled properly. The pull date allows for some storage time at home in the refrigerator.

Milk, ice cream and other dairy products such as cottage cheese and yogurt, cold cuts and refrigerated dough products are examples of food with pull dates.

If you have any questions or suggestions for future articles, write me at WIOES, 5655 College Ave., Suite 310, Oakland, Calif. 94618.

UBC pledges active support to International Paper boycott

The United Brotherhood has pledged active support for a boycott of International paper Co. products.

The boycott, approved by the AFL-CIO Executive Council, stems from an 18-month dispute between the United Paperworkers International Union and the company, in which IP locked out 1,200 hourly workers and forced another 2,300 on strike in a total of four states. It also involves nonunion contractor and UBC campaign target BE&K, which specializes in paper industry construction and strikebreaking.

"The involvement of a nonunion contractor in replacing striking union members makes this cause especially important to members of the UBC," said General President Sigurd Lucassen in endorsing the boycott.

"It is not only in the interest of solidarity but in our own self-interest to see that attempts to use nonunion contractors as strikebreakers are defeated," Lucassen added. IP products appear under the International Paper and Hammermill brand names, and UBC members are asked to purchase another union-made brand.

After initiating the dispute by making unjustified demands for 7%–12% wage concessions, IP hired nonunion BE&K to perform contract work at several strike sites and then "permanently" replaced its union work force at the the three striking mills. Federal law prohibits permanent replacement of locked-out union members.

UPDATE—In early October, the UPIU terminated its three strikes in order to preserve remaining jobs and secure preferential recall rights. In late October, the company ended its lockout at the Mobile, Ala., plant and 1,200 members returned to work under a new contract.

The Mobile contract eliminates Sunday premium pay but includes a 2% contribution to a 401-K retirement plan for each worker; raises shift differentials an additional 4 cents to 13 cents per hour; and provides a 25-cent, across-the-board increase for shift workers at all mills where premium pay has been eliminated.

The UPIU, however, has vowed to continue its corporate campaign, focusing specifically on the company's use of permanent replacements. At press time, less than a dozen striking union members had been recalled to jobs at IP facilities in Jay, Maine; Lock Haven, Pa.; and De Pere, Wis.

"The UPIU cannot allow its 2,300 members, many of whom have 30 or more years seniority with IP, to be told they have lost the right to their jobs because they exercised their legal right to strike," UPIU President Wayne E. Glenn said in a statement released at the conclusion of the strikes.

The boycott of IP products will be a key component in the union's continued campaign. Additional strategies include regulatory and environmental challenges and community action against the firm.

Continued on Page 38

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

MICHIGAN MEMBERS RENOVATE BOY'S HOPE

The Labor-Management Productivity and Training Committee of the Detroit and Southeastern Michigan District Council responded to a request from the City of Detroit to help renovate Boy's Hope, a group home for disadvantaged teenage boys.

District Council members donated their labor for two weekends as they helped modernize the group home in Northwest Detroit.

The home helps young men with above average intelligene overcome adverse circumstances which have affected them, such as abandonment, abuse, neglect and poverty.

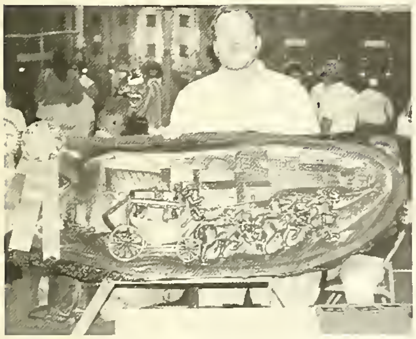
Bob Cherry, Jim Karker, Jerry Pauzus, Dan Kelley and Tim Kelley size lumber to be used in the Boy's Hope project.

Many other carpenters were on hand to help with the renovations. Not pictured are Percy Gilroy, Pete Marselse, Ken Stewart, Mike Kardjoff, Roger Matheny, Dave Cameron, Alan Lindberg, Tom Cameron, Art Tomsen, Jim Brown and Tom Gilbert.

UNION FOOD BANK

Union volunteers, including UBC members, unloaded food at the United Way Labor Division's new food bank in Gales Ferry, Conn. A strike by 10,000 workers at Electric Boat Division of General Dynamics in Groton, Conn., provided the impetus to build a permanent food bank and help families destitute because of the strike.

TOP WOODCARVER



The William Rush Chapter of Woodcarving in Delaware County, Pa., held its annual woodcarving show in Media, Pa., recently, and Robert Wilson of Local 845, Delaware County, Pa., won a first place. His entry was the "best of show" in the professional class. His carving depicted a stagecoach pulled by six horses.

ILLINOIS SCHOLAR

DECATOIRE

Melissa Kay Decatoire, daughter of Mr. and Mrs. Val Decatoire of Springfield, Ill., was the 1988 scholarship winner for Local 16, Springfield. She is attending Southern Illinois University.

CHURCH REPAIRS

When Jersey Church trustees were faced with the problem of renovating their historical church at an estimate cost of $2,500, Robert P. Argentine, executive business manager of the Carpenter's District Council of Western Pennsylvania, put the word out that, "This church is poor, lend them a helping hand."

Union carpenters from Locals 2274 and 1419, and their business agents answered the call. John Reckner, a church trustee, was able to find dry wall on sale, and a local construction company donated the use of scaffolding. Then came a $500 donation from the family of a former Jersey Church parishioner to help defray the costs of additional materials. Once these materials were in place, 18 carpenters from the two locals contributed their time and expertise to see the project through to completion.

The Jersey Church was formed in 1775 and was the first church organized in Somerset County, Pa.

VIRGINIA SCHOLAR

SAYERS

Thomas Franklin Sayers Jr., son of Thomas and Susan Sayers of Marshall, Va., recently attended the Washington and Lee University Summer Scholars' Program in Lexington, Va., for outstanding high school juniors and seniors.

Chosen for the program for his outstanding scholastic performance, recommendations by teachers and guidance counselors and college board exam scores, Thomas's success did not come easy.

During his freshman year he underwent major surgery, missing two months of school, yet managed to keep his grades high. That year he was awarded the Fauquier County Lion's Club Academic Achievement Award for maintaining the highest grade point average in his class.

More recently, Thomas was ranked in the top 500 students nationwide on a college board exam, will be included in the list of *Who's Who Among American High School Students*, and has been offered a $54,000 scholarship by the Navy ROTC program to attend any of 60 excellent universities around the country.

Thomas' father is a member of Local 1665, Alexandria, Va., and his grandfather and two uncles are members of Local 388 in Richmond, Va.

PENSION APPOINTEES

Two unionists have been appointed by the President to serve on the Pension Benefit Guaranty Corporation Committee.

Richard M. Prosten, director of bargaining and research of the AFL-CIO's Industrial Union Department, and Perry Joseph, business manager of Tile Layers' Local 1310, will represent employee organizations on the seven man committee.

Prosten was formerly director of research for the AFL-CIO's Industrial Union Department from 1970 to 1987, and prior to that he was collective bargaining coordinator for the Industrial Union Department from 1964 to 1970.

Joseph has been a committee member since August 1982. Joseph has been business manager of Local 1310 since 1948. He is also Administrator and Chairman of the Board of Trustees of the Local's Pension, Health & Welfare, Vacation, and Training Funds. Both Prosten and Joseph will serve on the committee until February 1990.

Both men will begin active participation on the PBGC in the coming year.

The PBGC is a Federal agency created under Title IV of the Employee Retirement Income Security Act of 1974 to guarantee payment of basic retirement benefits earned by American workers participating in private defined benefit pension plans. The PBGC administers two insurance programs which cover nearly 40 million workers in over 112,000 pension plans.

THIS ONE'S FOR THE CAMPFIRE GIRLS

The Seattle District Council of Carpenters and members from other locals in the Washington State Council of Carpenters donate hundreds of man hours each year, to the construction of the Knoll Lumber Co. model home in the Seattle Home Show at the Kingdome.

Last year, after the show, the three-bedroom home went to area Boy Scouts to use at Camp Parson. This year the recipient was the Seattle-King County Council of Camp Fire. It is now the year-round home of the director at Camp Sealth, the youth organization's activity center on Vashon Island.

The model home donation is a joint project of the exhibitor, the Carpenters and some 30 building materials and equipment suppliers. Both Knoll Lumber and the Carpenters District Council have been Seattle Home Show exhibitors for many years, but last year was the first time a service effort of this magnitude had been undertaken.

"This display of cooperation in behalf of important youth groups is very gratifying to us, " Seattle Home Show managing director Michael B. Kalian said. "We give the carpenters a lot of credit for their participation, and we've found them a great bunch to work with. They made the job of building the house on the floor of the Kingdome go quickly and they all seemed to be having a good time doing it."

On the District Council Committee are Paul Anderson of Local 456, Dick Hart, executive secretary of the district council, Ted Higley and Wayne Herrington, business agents for the district council, and Jim Kerlee of the Washington State Council.

Anderson enlisted participation from Tacoma locals in re-erecting the home for the Campfire Girls because of their proximity to the camp site near the south end of Vashon Island.

Four of the Seattle-area volunteers on the job were Paul Anderson, Local 456, who chaired the operation; Don Pearson, Local 1797; Rocky Carrol, Local 1797 apprentice; and Wayne Herrington, Local 1797.

When it was time for a work break at the Kingdome, Campfire volunteers had coffee and snacks ready for the UBC members erecting the model home. As many as 70 or 80 workers volunteer their services each year for the Home Show project.

UNITED WAY AWARD

WILLIAMS

John A. Williams, business agent of Local 715, Elizabeth, N.J., is the first recipient of the Charles Walano-Frank Conway Community Service Award that will be given out each year by the United Way of Union County, N.J., to an outstanding member of labor for community service work.

The Walano-Conway award was established last year as a memoriam to two area labor representatives in honor of their service to community welfare projects.

KITCHEN FOR HOMELESS

Union carpenters of Local 1319 volunteered their time to help remodel a kitchen that provides free meals to the homeless and hungry.

Sister Dolly Wrenn who runs the kitchen in Albuquerque, N.M., received help from area carpenters and union supply companies, who donated time and materials for the project.

Carpenters involved with the project were Executive Secretary Bill Lang, Business Agent Chuck Reynolds, Assistant Business Agent Ray Martinez, Assistant Business Agent Marcos Griego, Coordinator and Representative Gilbert Virgil, Jerry Cobb, Charles Watson, Candy Rios, Paul Knobbick, Arthur Salazar, Leroy F. Gurule and Larry Baldonado.

Union companies donating materials were Duke City Lumber Co., Bates Lumber Co., Jaynes Construction and Less File Construction.

Currently the kitchen feeds 300 to 400 people daily.

Sister Dolly Wrenn, left, with four of the Local 1319 volunteers who remodeled God's Kitchen.

The homeless line up outside God's Kitchen in Albuquerque, as Sister Wrenn and others serve a meal.

Second group of organizers briefed in week-long seminar

Thirty-one local union and district council organizers assembled Sept. 11 at the George Meany Labor Studies Center in Silver Spring, Md. for a week of intensive training, Sept. 11–16.

They participated in the second in a series of three introductory seminars currently scheduled at the labor studies center for new UBC construction organizers. The first was held last summer, and another is scheduled in January.

Many of the organizers will be expected back next July for an advanced course in organizing, called Construction Organizing II. Participants in the seminars are taught research methods for obtaining data on corporations, land records and community profiles. Basic organizing techniques are demonstrated, and participants learn campaign strategies. Leadership motivation and planning skills are also on the agenda.

Participants in the September sessions, Construction Organizing I, included the following:

Joseph Ardoin Jr., assistant business agent, Local 1098, Baton Rouge, La.

Frank Coonan, business representative, Local 1144, Seattle, Wash.

Ken Dilling, business representative, Local 1280, Mountain View, Calif.

Earl Dillon Jr., organizer, New York State District Council, Chippewce Bay, N.Y.

Joseph Eickholt, business representative, Los Angeles District Council, Los Angeles, Calif.

Ed Ellis, business representative, Chicago and Northeast Illinois District Council, Chicago, Ill.

Randy Frey, organizer, Northeast Indiana District Council, South Bend, Ind.

Mike Ginn, organizer, Kentucky State District Council, Frankfort, Ky.

Lawrence W. Hujo, organizer director, Kentucky State District Council, Frankfort, Ky.

Douglas Jasset, coordinator, Carpenters' Sub. Coord. Committee, Worcester, Mass.

Jeff Kruse, business representative, West Central Michigan District Council, Lansing, Mich.

Dominic Lavacca, New York State District Council, New York, N.Y.

John Lavin, organizer, Metropolitan District Council, Philadelphia, Pa.

Bob Lid, business representative, Chicago and Northeast Illinois District Council, Chicago, Ill.

Gordon Long, organizer, Florida State Council, Ft. Lauderdale, Fla.

Harry McGuckin, organizer, Metropolitan District Council, Philadelphia, Pa.

Mike Munoz, field representative, Bay Counties District Council, 448 Hegenberger Road, Oakland, Calif.

Jonathan Normand, organizer/financial secretary, Local 108, Springfield, Mass.

Ray Nowatzki, organzier, New York City District Council, Wayland, N.Y.

Doug Reffitt, organizer, South Central Ohio District Council, Columbus, Ohio.

Jerry Rhoades, business representative, Mid-Central Illinois District Council, Springfield, Ill.

Ronald Rothenbuhler, business representative, Northwest Ohio District Council, Toledo, Ohio.

James Sala, organizer, Local 283, Augusta, Ga.

Ken Slavens, organizer, North Coast Counties District Council, Santa Rose, Calif.

Bill Smith, organizer, New York City District Council, Fishkill, N.Y.

Elliott William Tanner, business representative, Seattle King County District Council, Seattle, Wash.

David Tharp, assistant business representative, Northwest Indiana District Council, Hobart, Ind.

Martin Trenouth, business representative, Los Angeles District Council, Los Angeles, Calif.

George H. Williams, organizer, Florida State Council, Orlando, Fla.

Fred Wright, senior business representative, Local 316, San Jose, Calif.

James Fox, organizer, Oregon State District Council, Portland, Ore.

APPRENTICESHIP & TRAINING

Pre-apprenticeship for screening, too

The National Joint Carpentry Apprenticeship and Training Committee plans to implement pre-apprenticeship to help screen applicants for existing apprenticeship programs.

Apprentices who drop out of training programs before completion are of great concern, because it automatically raises the average costs of training apprentices who complete the program.

Because the greatest drop-out rate occurs in the early periods of apprenticeship, apprenticeship and training schools are now looking towards preapprentice ship as a means of screening applicants.

The National Joint Carpentry Apprenticeship and Training Committee recommends two approaches to pre-apprenticeship. The first calls for a structured training experience that would help the applicant attain a specific level of skills before they would be accepted into an apprenticeship program. This structured program would be undertaken at the applicant's own time and expense.

The other way would provide the person with an opportunity to be employed on a project at a lesser rate than the entry rate for apprentices. During this period, the preapprentice would become familiar with materials, work processes and project conditions at a typical work site.

Awarded drill bits

Apprentice Gregory Gottfried was awarded a set of Auger drill bits by PETS Coordinator Sam F. Secretario, after he won first place in the New Jersey Council of Carpenters contest. Gottfried was also named the outstanding apprentice of Local 31 and received a Golden Hammer award.

Ontario graduates honored

Apprentices from Local 1669, Fort William, Ontario, received journeymen certificates during a recent ceremony.

Graduating apprentices were, front, Roger Tracy, Don Kozub, Robert Beck and Robin Gagne.

Back row, Walter Phirbny, Jamie Ross, Jow Percy, Ben Ross, Mark Moston, Bob Mills, Shawn Hyatt, Ermidio Buset and Aime Legros.

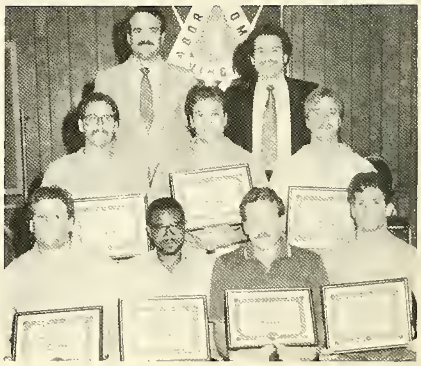
Graduates not pictured are Rudy Arcon Jr., Ken Busch, James Dale, Charles Gilbertson, Doug Heino, Robert Kushner, Mark Labossiere, Richard Perron, Anthony Pitton, Kevin Robertson, Nick Ruggiero, Claudio Tesolin, Tony Tesolin and Blair Vollans.

Graduates in Sequoia District Council

The Sequoia District Council hosted a dinner for the new journeymen of Local 701, Fresno, Calif.

Graduates and coordinators were Robert Stump, John Green, Financial Secretary Gene Auston, Jim Timmons, George Gunderson, John Barnhart, Paula Nishklan, Executive Secretary of the California State Council Bob Hanna, John Allen, Employer Representative Terry Cairns, Leonard Allen, Charles Petty, Apprentice Instructor Jerry Dignam, and Apprentice Coordinator Chet McCater.

PETS graduates in New Jersey



Graduating apprentices of Local 31 in Trenton, N.J., recently completed training using the Performance Evaluation Training System.

Graduates were, front, J. Blanda, L. Bryant, J. Connolly and B. Cook.

Second row, G. Gottfried, G. Bachik and J. O'Donnell.

Back row, Local 31 President James Capizzi and Business Agent Thomas Canto.

Cuban refugee tells Southern States Apprenticeship Conference . . .

Rolando Loynaz was the oustanding millwright apprentice graduate of Local 1000, Tampa, Fla., last March. Upon the completion of his four-years of apprenticeship, he prepared a letter describing his feelings upon reaching the rank of journeyman. The letter was delivered to the 1988 Southern States Apprenticeship Conference in Memphis, Tenn., earlier this year. This is what he wrote:

'What union apprenticeship has done for me'

My name is Rolando Loynaz; and I was born in Cuba on Feb. 13, 1961. After Castro took control of Cuba, the government took control of everything and life was no longer happy in Cuba. If you did not support Castro, it was almost impossible to earn a living. On May 17, 1980, my mother, father, sister and I came to Key West, Fla.

We tried hard to find jobs, but it was difficult since we could not speak English. I got a job in a broom factory making $2.75 an hour. It was not enough to feed our family, and eventually we moved to Tampa, Fla. I found a job at a boat yard making $4.00 an hour welding. It was there I met a millwright who said, since I was a welder, I should join the millwright's union. He took me to the union hall to see if I could enter the apprenticeship program. Since I could not read or speak English, I could not take the test. But they were very helpful and got another millwright to interpret the test for me and interpret my answers. I passed the test and officially entered Millwright Local 1000's apprenticeship programs in September 1983.

I started going to the welding shool right away. Soon, I was sent on my first job. It was very difficult, because I could not speak English. I remember the foreman telling me to go get a hard hat, and I did not know what he meant. Since everyone had been so helpful to me, I was determined to do a good job and not disappoint them for letting me into the program. I started going to school at night after work. I earned my GED and then went to Hillsborough Community College to learn to read, write and speak English. Learning English helped me on the job and in my training classes. In my English class, I learned what the meaning of the word "craftsman" was. In the union, I learned what it is to be a skilled craftsman.

People in America do not know what a wonderful thing the union is. In Cuba the government is everything, and no one can say anything against the government. If you do not like it, you can starve or go to jail. In America you have freedom to say and do all kinds of things. The union has made America strong because it strengthens the union men by supporting one another. When someone asks me why I am proud to be union, I can say it is because the union changed my life. It gave me a skill, not just an average skill, but a skilled craftsman. I can be proud of the work I do, because I have been taught to do it right, not just do it. It has made me able to move out of my parents' home and buy my own home. I now have a wife and two children. Without the union, I could not have all of this. The union gave me determination to improve myself and do good, because all my union brothers took the time to help me make a future for myself and my family.

How has the union changed my life? It gave me freedom, confidence and pride. Freedom to live and support my family. Confidence in myself and my work. Pride in my skill and my union brotherhood. I can honestly say I am **"Proud to be union"**.

UBC entries

Continued from Page 17

of 20,000 or less circulation. Judges said of *On the Level* that it has "a nice range of union news and feature stories" and that "news stories are crisply written with an emphasis on the hard news." The BC publication has been an ILCA award winner in 1982, 1983, 1984, 1985 and 1986.

A special supplement of the Duluth, Minn. *Labor World*, prepared and distributed by Carpenters Local 361 for its 100th anniversary, last year, took two awards—one for its use of graphics and another for its editorial content, in the category of local union publications.

The special supplement was "a nice mix of current and historical profiles on the occasion of the 100th anniversary of this local, the judges noted."

With regard to the graphics, they said, "The layout and use of red certainly gets the reader's attention."

There were 1,276 entries in the 1988 ILCA competition from 155 member publications. Of this number, 191 received awards.

WORK SAFELY
WHEN USING HAND TOOLS

PROTECT
YOUR
EYES

Always wear Safety Goggles when using hand tools. Protect your eyes from flying particles and dust. Always require bystanders to wear Safety Goggles.

Always use the correct striking tool for the job. A nail hammer is intended for driving and pulling common nails only.

Always strike surface squarely using the center of the hammer face.

Never strike one hammer with another.

Never strike a chisel or other hand tools (axes, etc.) with a nail hammer.

Always discard a hammer if the striking surface or its bevel show dents, chips, mushrooming or is excessively worn . . . or if claws show indentation, nick inside nail slot, or a claw is broken.

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MOTHERS:
PLEASE
DON'T SMOKE!

Here are three good reasons to quit smoking now:

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2 Smoking increases infant mortality.

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Don't smoke.
For your baby's sake.
And yours.

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AND POETRY NOT ACCEPTED.

DRAMATIC MOMENT

The beautiful young woman was confronted with a rough-looking man dressed in a white cloak. The cloak was flecked with blood and in his huge hand he held a long, sharp curving knife. For a moment nothing was said between them and then she asked entreatingly: "Have you no heart?"

"No!" snapped the knife-wielder.

"Then give me a pound of liver," she said, stepping up to the butcher's counter.

ATTEND LOCAL MEETINGS

CERTAIN SIGN!

"My wife is untidy, nagging all the time, extravagant and doesn't understand me."

"When did you meet this other woman?"

A BEDTIME STORY

The husband arrived home very late one night and said to his wife: "You'll never guess where I've been!"

"I can," she replied, "but get on with your story!"

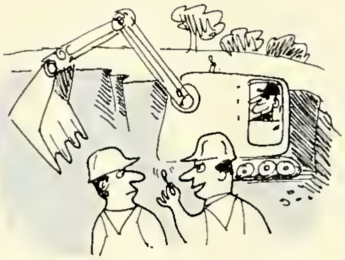
BE AN ACTIVE MEMBER

CLINIC CYNIC

Medical costs have skyrocketed. I went for a brain scan, and they charged me a finder's fee!

—Bob Traves
NEA cartoonist

BUY U.S. AND CANADIAN



OPERATORS, TOO?

Two unemployed workmen were watching the excavation work on the site of a new building in a large city. "Mike," said one of them, "if it wasn't for that blasted scoop, one hundred of us guys might be busy with hand tools."

"You're right," said his friend, opening his eyes, "and if we used teaspoons instead, no one in town would be out of a job."

SHOW YOUR BUMPER STICKER

SIGN OF THE TIMES

Sign in a suburban paint store: "Husbands choosing colors must have notes from their wives."

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

There once was a girl named Ruth
Who came from the city of Duluth.
Then she moved from Minnesota
and bought a Desoto
So people wouldn't think she was uncouth.

—Robert L. Arter
Local 735, Mansfield, Ohio

COMING UNGLUED

"I was working in a cabinet shop in San Francisco, and a first-year apprentice was gluing some pieces of 3/4" pine to make a bread board. After the pine strips had set for a reasonable time, the apprentice removed the pipe clamps, and the strips of pine fell apart in all directions.

"What happened?" asked a journeyman nearby.

"I dunno," was the reply, "I guess I squeezed all the glue out of it."

—Jim Cornwell
Local 2236, San Francisco

LOOK FOR THE UNION LABEL

DEVILISH DOINGS

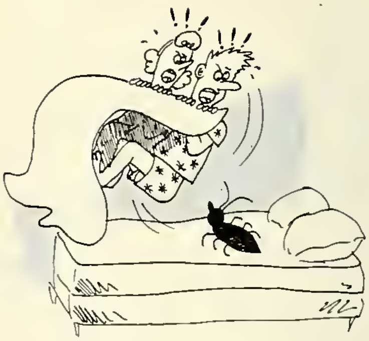
"Ruth," moaned her long-suffering husband, "you promised you wouldn't buy a new dress. What made you do it?"

"Dear," replied the modern Eve, "the devil tempted me."

"Why didn't you say: 'Get thee behind me Satan?' " the poor man inquired.

"I did," the woman replied, sweetly, "and then he whispered over my shoulder: 'My dear, it fits you just beautifully at the back.' "

USE UNION SERVICES



PLEASE EXPLAIN

The Browns had searched for some hours for a place to sleep when they eventually stumbled upon a dilapidated looking motel.

They booked in and hastily made their way to bed. Suddenly Mrs. Brown leaped out of bed and picked up the phone. "Are you the owner of this place?" she asked the voice at the other end.

"I am," was the reply. "What's eating you?"

"That," replied Mrs. Brown indignantly, "is just what we'd like to know."

The World's Best Feet-Inch Calculator Just Got a Whole Lot Better . . .

Introducing the all-new Construction Master II™ with many new time- and money-saving features for today's carpentry professionals

Now you can quickly and easily solve all your carpentry problems right in feet, inches and any fraction—with the all-new and improved Construction Master II feet-inch calculator.

Like the original, this handheld calculator will save you hours upon hours on any project dealing with dimensions—and put an end to costly errors!

Works In & Converts Between All Dimension Formats

You never need to convert to 10ths or 100ths because the new Construction Master II works with dimensions just like you do.

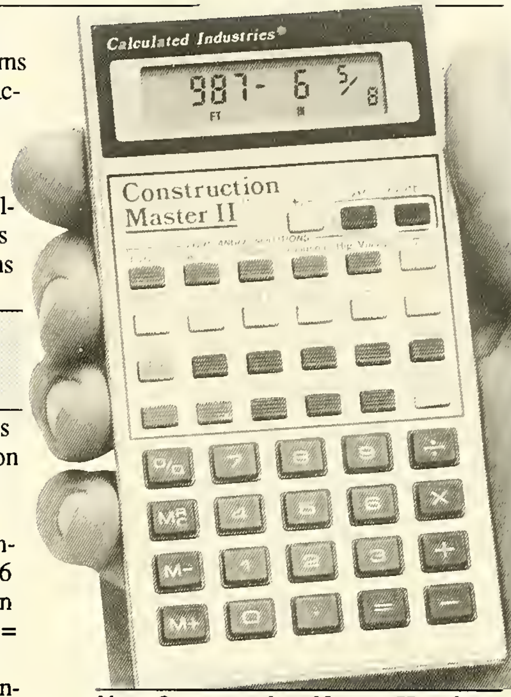
You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], 1 [/] 2. What's more, you can mix any and all fractions (3/8 + 11/32 = 23/32) and combine formats (Feet + Meters + Yards) in your problems—including in square and cubic.

Plus the Construction Master II even tells you the format you're working in—*"Square Feet," "Cubic Yards," etc.*—right on the display.

Many New Time-Saving Functions

- ***Right-Angle Solutions***—You no longer need to tangle with A^2/B^2 because the new Construction Master II solves all right-angle problems in seconds—and right in feet, inches and any fraction (1/2, 1/4, 1/8, 1/16, 1/32, 1/64).

  You simply enter the 2 known sides (or 1 side and the "pitch"), and press 1 button to solve for the unknown side. Ideal for squaring-up pads, finding slopes or drainages, stringers and rafters—including hips and valleys.
- ***Circle Area***—Let's you instantly find the area of a circle for columns or post holes. Simply put in the diameter and press the Circle Area button.
- ***Material Estimating***—Now you can quickly figure the unit price or total cost for any material—including waste and/or compaction factors.
- ***Lumber***—With the new and improved Lumber program you can figure board feet and total dollar costs for individual boards, multiple pieces or an entire lumber sheet, and convert between board feet and other dimensions.



New Construction Master II™ feet-inch calculator solves dimensional problems with the touch of a button.

Now with Square-Root, X^2, Percent, π and More. . .

Plus, the new Construction Master II also has all the built-in utility programs needed to save you even more time—**Square Root, X^2, π, +/–, %,** and user-selected **Fraction-Setting**—in addition to **Memory** and battery-saving **Auto Shut-Off.** And, it comes complete with 2-Yr. batteries, User's Guide, case and 1-Year Warranty.

Compare for Yourself!

Works & Converts Directly in:	*Old CM*	*NEW CM II*
Feet-Inch-Fraction	Yes	Yes
Dec. Feet (10ths, 100ths)	Yes	Yes
Inches	Yes	Yes
Yards	Yes	Yes
Meters	Yes	Yes
Centimeters & Millimeters	No	Yes
Board Feet	No	Yes
All Square & Cubic Formats	Yes	Yes
Built-in Right-Angle Solutions	*Old CM*	*NEW CM II*
Enter Pitch, Rise, Run, Diagonal	Yes	Yes
Calculate Pitch	No	Yes
Calculate Rise & Run	Yes	Yes
Calculate Slope/Diagonal	Yes	Yes
Hip/Valley Rafter Key	No	Yes
Other Built-in Solutions	*Old CM*	*NEW CM II*
Board Feet Estimating	Yes	Yes
Board Feet Cost Estimating	Yes	Yes
Other Material Estimating	No	Yes
Circle Area Program	No	Yes
General Calculator Features	*Old CM*	*NEW CM II*
Basic Math Functions	Yes	Yes
User Memory	Limited	Yes
4-Function % (+, –, x, ÷)	No	Yes
Change Sign (+/–) and Pi (π)	No	Yes
X-Squared and Square-Root	No	Yes
User-Selected Fractions	No	Yes
Batteries and Auto Shut-Off	Yes	Yes
User's Guide and Vinyl Case	Yes	Yes
Warranty	1 Year	1 Year

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	Leather case	$10.00	☐ Brown ☐ Burgundy	$
	Gold Initials	$1 per initial	___ | ___ | ___	$

**Please Note: Leather cases with initials are, of course, not returnable.*

Calif. residents 6% tax $______
TOTAL $______

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Sign Here ______________________________ CP—12/88

Bill Stull, left, describes how the Local 2860 food bank operates to Mike Draper, Western Council executive secretary; Charles Peterson, area representative and Lloyd Johnson, financial secretary of the local.

Members in Darrington, Wash., prepare for picket duty. The 170-member work crew was forced to strike Aug. 1 when Summit Timber Co. refused to grant any wage increases for a four-year contract.

After six years of cuts, Summit Timber Company workers forced to strike

Darrington is a small logging town in Washington's northern Cascade Mountain range. It was once known as much for its rough and tumble treatment of outsiders as for the high quality Douglas fir logs it produced. That earlier reputation has given way to a quieter routine of work, raising children, church and getting away now and then for salmon or trout fishing. Many living in Darrington are second and third generation North Carolina "tar heels." Although the southern drawl is long gone, the spirit of self-help and close knit community still persists.

The quiet routine of this town was rocked last summer when 170 sawmill workers were forced to walk off their jobs. Summit Timber Company, the largest employer in Darrington, had locked in on their final proposal to settle the expired labor contract.

"Their offer was an insult to our members, especially after they've given up so much during the last six years to help the company survive," said Lloyd Johnson, financial secretary of UBC Local 2860.

The company's take-it-or-leave-it offer provided no wage increases over a four-year contract. Instead, a profit sharing plan was offered that would pay a bonus of at least $750 per year. The bonus could be denied, however, if a worker had an unexcused absence, was late for work or had a lost-time accident. Summit also wanted to reduce the health care benefits and give employees the cost savings on a yearly basis.

"The company never did plead poverty or try to financially justify their absurd offer," said Mike Draper, executive secretary, Western Council of Industrial Workers. In fact, the company was showing resurging success with full capacity output, backlogged orders and profits.

Much of the company's newfound success, in fact, came from sacrifices made by the Summit crew.

In 1982 union members made a loan to the company by giving up 25% of their wages for 15 months. Later, Summit refused to repay the loan until an arbitrator ordered them to do so. Today, the company still owes each employee an average of $4,500.

In 1984 employees gave up 20% of their wages, at the company's request, to allow investment in new dry kilns.

In 1986 wage rates were reduced by $1.50 per hour, vacation pay reduced, holidays cut back and health plan contributions were cut. The company benefited from these reductions for almost two years.

On December 1, 1988 the strike was four months old. The weather in November has been cloudy, wet and dreary. Snow has covered the nearby mountains, and the temperatures are dropping. The major chore of pickets now is to keep hands and feet warm.

The company has hired scabs to replace the strikers, many of whom are being bussed 30 miles to the nearest motel. Johnson reports that some scabs are staying in trailers inside the plant gate.

"It's obvious," says Johnson, "that these outsider scabs aren't turning out very much lumber. We estimate they're turning out only from one-third to one-half the volume our union crew was producing."

The tough, self-determined nature of the Darrington community is seen in the way the strikers are carrying out this fight. While weekly strike pay comes from the Western Council's defense fund, a food bank has been set up to assist strikers' families.

"Nancy Stull has done a terrific job as food bank coordinator and deserves a lot of credit," said Johnson.

A consumer boycott of Summit Timber lumber has also been launched. On a weekly basis from eight to ten members fan out across Washington state to building centers and lumber yards. They urge consumers and builders to avoid Summit products. Boycott leaflets have been distributed at building supply centers throughout Western Washington.

•

Anyone wishing to make a donation to assist members of Local 2860 during this strike should send their check to: UBC Local 2860 Strike Fund, P. O. Box 185, Darrington, Wash. 98241.

U.S. less dependent on Iranian pistachio crop

Pistachio lovers, good news! California's 1986–87 pistachio crop totaled nearly 75 million pounds making the U.S. number two in world production, which makes the United States less dependent on exports from Iran, the leading grower.

Pistachio trees were introduced to the U.S. in the 1920's, but were not planted in California until the 1970's. It takes seven to ten years after planting the trees to obtain a significant crop, with peak bearing age after 20 years. California harvested its first viable commercial crop of pistachios in the late 70's. They now have 540,000 acres producing the nuts, that hang in clusters like grapes, which are noted for their nutritional food value. An ounce of nutmeats provides 23% of the recommended daily allowance of thiamine, 17% of phosphorous, 13% each of magnesium and protein, plus potassium, iron, vitamin E and calcium.

Independent study defends state Davis-Bacon

An independent study of the Massachusetts state prevailing wage law has found that repeal would decrease the quality of construction in the state as well as lower the living standards of Massachusetts workers.

The study, conducted by Data Resources Inc. of McGraw-Hill Inc., is entitled "Economic Impact of the Repeal of the Massachusetts Prevailing Wage Law." The study concludes that "the only clear result of repealing the Massachusetts prevailing wage law would be lower wages for Massachusetts residents."

Repeal " . . . would take place at the cost of increased instability in the construction labor market; fiercer competition for jobs from out-of-state contractors and workers; and a lower standard of living for Massachusetts workers and their families."

Building trades workers have been fighting an intense battle with the Associated Builders and Contractors, which is seeking repeal of the state prevailing wage law. While the ABC has spread lies and innuendos slandering Massachusetts' prevailing wage law, building trades workers are countering with support from independent sources. Studies like DRI's should go a long way towards helping Massachusetts voters determine what *real* effects repealing the state's prevailing wage law would have on citizens and communities.

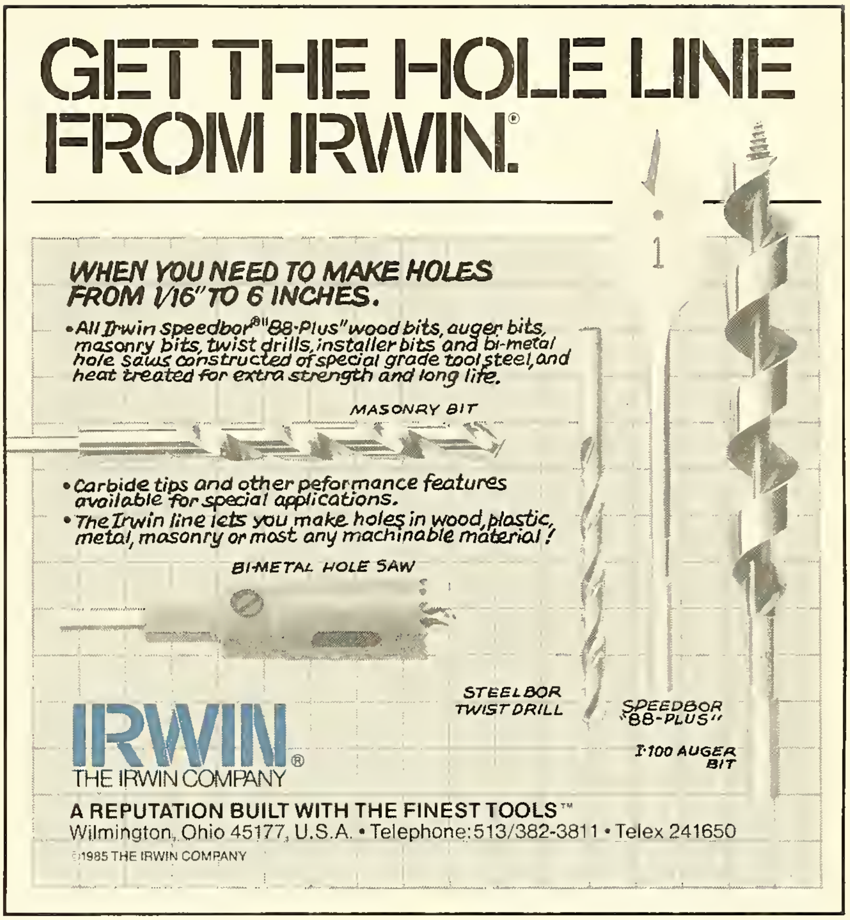
Specifically, the study determined repeal would cost the state $196 million in lost wages and a loss of 600 jobs.

The DRI study dismissed as "weak" and "non-verifiable" the ABC's claim that repeal would bring a windfall to citizens. In fact, the report states that "a possible increase in contractor profit margins, rather than even a small tax reduction" would be more likely with repeal.

The ABC "fails to account for the fact that a significant share of state and local construction projects are funded with federal funds. It also does not consider the tax loss from reduced wages and the multiplier effect on the economy of reduced wages," the DRI study concluded.

●

Attend your local union meetings regularly. Participate in the discussions on issues affecting your job and your livelihood. Be an active member of the United Brotherhood of Carpenters and Joiners of America. We need your support.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These common abuses of striking tools are all dangerous. Each carries the potential for serious personal injury. The hardened striking face of a carpenter's hammer is designed to be struck against common, unhardened nails. Misusing the tool by striking it against another hardened steel tool may result in chipping and consequent serious injury from flying particles. Removal of embedded nails, for example, should be done with a nail puller and a hand drilling or light sledge hammer.

To protect your eyes from dust and flying particles, always wear safety goggles when using striking tools.

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DON'T strike a nail puller with a carpenter's hammer!

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

RENO, NEV.

A banquet and pin presentation was held at the Comstock Hotel in Reno, Nev., to honor members for their service to the Brotherhood.

Photo 1: John Stalder, 45-year member.

Photo 2: 40-year members were R.A. Coleman, James Gluck, James Grace, Harvey Hansen and William Harmsworth.

Photo 3: Honored for 40 years of service were Bert Roberts, Dominic Natucci, Len Onesty and Robert Reinhart.

Photo 4: Wallace Aman, Bud Balzar, Glenn Drinning and Paul Duboise were honored for 35 years of service.

Photo 5: 30-year members were Ernest Bugg, Harley Carlin, Wayne Escover and Orville Novelly.

Photo 6: Elmo Moriano, Bill Rials and Grover Thomas, 25-year members.

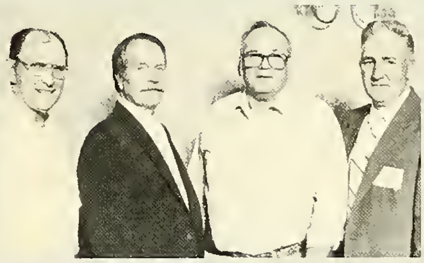
Photo 7: 20-year members were Mike Sedgewick, John Stolz and William Myers.

Photo 1

Reno, Nev.—Photo 2

Reno, Nev.—Photo 3

Reno, Nev.—Photo 4


Reno, Nev.—Photo 5

Reno, Nev.—Photo 6

Reno, Nev.—Photo 7

Parkersburg Carpenters
Parkersburg, W. Va.

PARKERSBURG, W.V.

Local 899 recently presented service pins to its members with 25 or more years of service.

Honored were H. Keith Vineyard, 25 years; Gene P. Johnson, 30 years; Glen E. "Banty" Harris, 35 years; Local 899 President Victor Echard; Chester Gates, 69 years; Secretary of the Chemical Valley District Council of Carpenters John L. Jarrett and General Representative Everette E. Sullivan.

Also honored but not shown was 48-year member Denzel Rhodes.

PALM SPRINGS, CALIF.

Members of Local 1046 were recently recognized for their years of service to the Brotherhood.

Photo 1: Harry Boone, 45-year member.

Photo 2: 42-year member, Allen Hicks.

Photo 3: James Diglia, 40-year member.

Photo 4: Herman Wiesman, 40-year member.

Photo 1

Photo 2

Photo 3

Photo 4

SANTA ANA, CALIF.

Local 1815 honored members with longstanding service during the local's annual dinner and pin presentation ceremony.

Photo 1

Photo 1: Paul Anderson, 50-year member.

Photo 2: 45-year members honored were, front, Harold Utsler, Baylus Meeks, Morris Andre, Paul Dunn, Roy Etheridge, Doyle Flohra, Roland Jensen and George Martin.

Bill Perry, secretary/treasurer of the Orange County District Council and Baldwin Keenan, president of Local 1815.

Photo 3: Honored for 40 years of service were, front, John Fiasky, Stanley Anklewich, Bill Couch, Gardner Howe, Jose Parra and Paul Massicotte.

Back row, Keenan, Vernon Black, Violes Chapman, Joseph Jordan and Perry.

Photo 4: 35-year members were, front, George Roush, Bernard Strandstra, Ronald Ridgway, Karl Noby, John Fields and Rudy Rivera.

Back row, Gorman Hargrove, O.L. Pastorius, Darrell Reed, Andy Vasquez, Leo Kanter, Ruben Salgado and Perry.

Photo 5: 30-year members were, front, Wolfganag Gadow, Dirk Koopman, Eugene Sommerhalder and Arthur Streeter.

Back row, Keenan and Perry.

Photo 6: Honored for 25 years of service were, front, Elmer Smith, J.R. Suggs, John Apiecionek and Neil Helm.

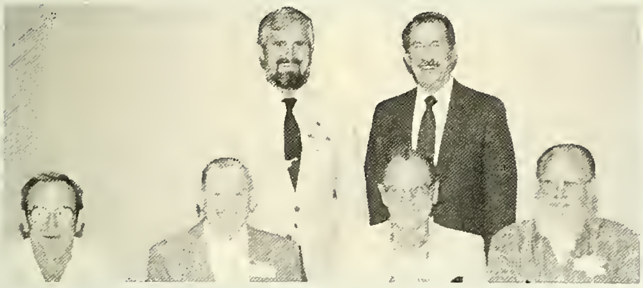
Back row, Herman Hunt, Joseph Patin, Donald Humrich, Lupe Hurtado and Perry.

Santa Ana, Calif.—Photo 2

Santa Ana, Calif.—Photo 3

Santa Ana, Calif.—Photo 4

Santa Ana, Calif.—Photo 6


Santa Ana, Calif.—Photo 5

Washington, D.C.—Photo 2

Washington, D.C.—Photo 3

WASHINGTON, D.C.

Members of Local 1831, Washington, D.C. were honored for their service to the Brotherhood during a recent pin ceremony.

Photo 1

Photo 1: James R. Henkel, 45-year member.

Photo 2: R.E. Lichliter, business agent, 30 years; Ernest Clay Jr., president, 20 years; and 40-year members James Robinson, Phillip Cox, and Jack Miller.

Photo 3: Gary Waff, 25 years; Gary Bean, 20 years; Rubert Nugent, 35 years; Curtiss Ritenour, 15 years; James Robinson, 40 years; Charlie McCormack, 15 years; Thomas Salisbury, 35 years; James Henkel, 45 years; Frank Wines, 30 years; Phillip Cox, 40 years; and Jack Miller, 40 years.

MERRILLVILLE, IND.

During the 16th Annual Pin Presentation banquet, members of Local 1005, Merrillville, Ind., were honored for their continuing service.

Photo 1

Photo 1: William Quilling, 65-year member.

Photo 2: Ernest Myers and Emery King, 50-year members.

Photo 3: Honored for 40 years of service were, front, Howard WoJohn, Angelo Giacomin, Fred Untch, Arthur Krieter, John Oezer and Thomas Osojnicki.

Back row, James Briney, Joe Buckley, Peter Erkman, Joseph Poor, John Leeson and Lawerence Saberniak.

Photo 4: 35-year members were, front, Richard Swanson and Billy Scobey.

Back row, Ronald Lustgarten.

Photo 5: Members with 30 years of service were, front, Edward W. Glotfelty and Robert Brooks.

Back row, Dennis Reid and F.A. Vitalone Jr.

Photo 6: 20-year members were, front, Loren Bowman, Chester Jent, William Crawford, Thomas Kicinski, Gerald Hunter and George James.

Back row, Loren Fisher, James Ditter, Phillip Summers, Harold Jabaay, John Neely Jr., George Greer and Ralph Gobin.

Photo 7: Also honored for 20 years of service were, front, Joe E. Gaboney, James Vickers, Phillip Crawford, Ray Basco, Eddie Anderson and Randall Murray.

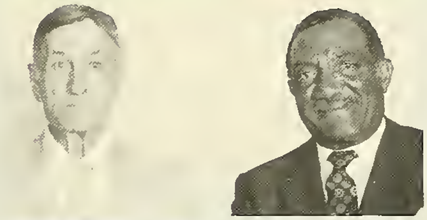
Back row, Phillip Summers, James Gray, Oscar Mischan, Charles Spurgeon and Don Treadway Jr.

Photo 8: Joe Piazza was recognized as Patron of the Year.

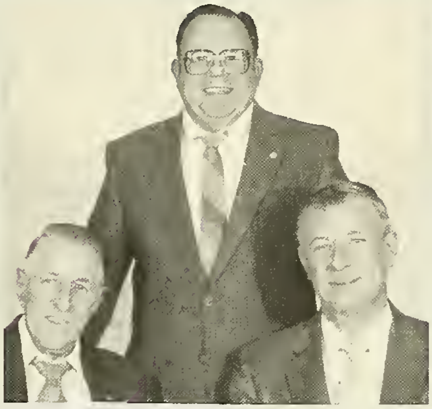
Photo 9: William Konyha Jr. was presented with the Contractor of the Year Award.

Photo 10: Bill Brady was presented with the Special Member Award.

Merrillville, Md.—Photo 3


Merrillville, Md.—Photo 2

Merrillville, Md.—Photo 6


Merrillville, Md.—Photo 4

Merrillville, Md.—Photo 7

Merrillville, Md.—Photo 5

Photo 8

Photo 9

Photo 10

WILDWOOD, N.J.

Local 1743 awarded service pins to its members during a recent ceremony.

Honored members were Edward Shute, 25 years; Edward Solomon, 20 years; Robert Sinclair, 25 years; James Shute, 25 years; Robert Taylor, 25 years; and Horace Jackson, 35 years.

Wildwood, N.J.

IN MEMORIAM

The following list of 658 deceased members and spouses represents a total of $1,197,433.05 death claims paid in September 1988; (s) following name in listing indicates spouse of member.

Locol Union, City

1 **Chicago, IL**—Carlisle R. Reitz, John S. Motto, Joseph J. Sabis.
5 **St. Louis, MO**—Herman Otto.
6 **Hudson County, NJ**—Alcide Balbi, Andrew Zaluski, Henry Chromanski, Michael J. Sullivan, Nicholas Catono, Victor O. Johnson.
8 **Philadelphia, PA**—James Andrew McMenamy, Joseph C. Shallcross.
10 **Chicago, IL**—George Walker, Leroy Cain, Roy S. Sowders, Virgal Gaines.
13 **Chicago, IL**—Evelyn L. Terhesh (s), Joseph F. Binder. Willie Nelson.
15 **Hackensack, NJ**—Charles Denhart. Emma Mesmer (s), Frank A. Key, Natale Barbara.
20 **New York, NY**—Chris Carnivale.
22 **San Francisco, CA**—Anton Steinauer, George C. Narlock, Harold C. Miller, J. Alex Camilli, Pearl I. Waylett (s).
23 **Williamsport, PA**—Elizabeth G. Persing (s).
24 **Central, CT**—Albert Henry Nitchke, Roy E. Brooks.
25 **Los Angeles, CA**—Elizabeth Henrietta Duplantier (s).
33 **Boston, MA**—Marilyn MacDonald (s).
34 **Oakland, CA**—Martin Lloyd Bygum.
35 **San Rafael, CA**—Charles David Barron, James V. Olson, L. D. Carter, Mark A. Munoz, Norman Dewey Revell, Roland A. Wolters, Theodore Thompson.
38 **St. Cathrns., Ont., CAN**—Wilfred Hague.
46 **Sault Ste. Marie, MI**—George Rintamaki.
48 **Fitchburg, MA**—Malcolm Austin.
49 **Lowell, MA**—Raymond Langlois.
51 **Boston, MA**—Edward J. Szargowicz.
53 **White Plains, NY**—Charles T. Letson Jr.
54 **Chicago, IL**—George Jilek. Ronald J. Sedlak.
55 **Denver, CO**—Agnes Marie Wood (s), Donald L. Hobert.
56 **Boston, MA**—Michael J. Holt.
58 **Chicago, IL**—Joseph Hulata.
60 **Indianapolis, IN**—Louis J. Leck, Solon Gebby.
61 **Kansas City, MO**—Laurence D. Peterman, Stanley Hipsher.
64 **Louisville, KY**—Francis Alexander Ghesquier.
67 **Boston, MA**—Charles H. Wetmore Jr.
69 **Cantoo, OH**—Ruth Thomas (s).
74 **Chattanooga, TN**—Meta Nettie Hale (s).
81 **Erie, PA**—Clifton A. Peters.
83 **Halifax, N.S., CAN**—Blanche Zwicker (s), Manuel Insua.
85 **Rochester, NY**—Alice E. Stam (s).
87 **St. Paul, MN**—Montgomery DeForest, Shirley Swanner (s).
89 **Mobile, AL**—Orville A. Fesler Sr.
94 **Providence, RI**—Ernest John Gaudet, Joseph P. Mancini, Joseph St. Peter, Salvatore Mastrangelo.
98 **Spokane, WA**—John C. Nugent.
100 **Muskegon, MI**—James Peter Japenga, Marion M. Doner (s).
101 **Baltimore, MD**—Frank P. Gerst.
102 **Oakland, CA**—Hildred Nadine Klein (s), Melvin E. Nilsen.
106 **Des Moines, IA**—Robert E. Harlow.
108 **Springfield, MA**—Helen A. Bousquet (s), John Skalnik, Lionel Douillard.
109 **Sheffield, AL**—Dewey L. Wright.
114 **East Detroit, MI**—Friedrich Max Ullrich, Hubert Sizemore, James B. Hale.
118 **Detroit, MI**—Arvo Pesola, Bruce L. Stewart, Chester Duran, George Morrison, Henry Gitter, Martha Pauline Pinkston (s), Mary Povich (s), Otto Kliwoneit, William E. Thornton.
120 **Utica, NY**—Elizabeth H. Paragi (s), William V. West.
124 **Passaic, NJ**—Edward O. Farrar.
125 **Miami, FL**—Edward Jacobucci, Louis Aronoff.
126 **Cincinnati, OH**—Lillian A. Stenger (s), Margaret Wagner (s), Walter E. Julch.
127 **Birmingham, AL**—Annette Porter Price (s), Claudie Tidwell, Lucy K. Stallworth (s).
130 **Palm Beach, FL**—George F. Griffin, John M. Inglis.
131 **Seattle, WA**—Clarence G. Nelson, Clyde L. Gerfers, Kenneth Caulkins, Stanley Paul Barre.
132 **Washington, DC**—Erby Goad, Franklin C. Gibson.
134 **Montreal, Que., CAN**—Aurele Berger, Robert Savage.
140 **Tampa, FL**—Joseph K. Kudrak.
142 **Pittsburgh, PA**—Jeannette Cruny (s), Mathew J. Yaros.
152 **Contra Costa Co., CA**—Edgar T. Vaught, Inez Mee (s), Lawrence J. Bilbo, Roselyn Bergetta Thompson (s).
155 **Plainfield, NJ**—Sarah E. Demba (s).
166 **Rock Island, IL**—Virgil Earl Flowers.
169 **East St. Louis, IL**—Charles Wallace, James W. Ames Sr.
171 **Youngstown, OH**—Edwin T. Burkhart, Elmer M. Matheny, Gaylord Gouldthorpe, George Bako Jr., Isaac M. Gordon, Wilem Weisman.
180 **Vallejo, CA**—Geneva G. Feranchek (s).
181 **Chicago, IL**—Gilbert A. Kitson.
184 **Salt Lake City, UT**—Harold Levern Munro.
185 **St. Louis, MO**—William F. Braun.

Locol Union, City

187 **Geneva, NY**—Hannes Heinonen, Ronald F. Jennings.
200 **Columbus, OH**—Audree L. Umpleby (s), Bertha L. Malone (s), Cline Kinney, Ruth Marie Davis (s), Willie V. Cash.
201 **Wichita, KS**—Buckley D. Hughes.
203 **Poughkeepsie, NY**—John Welz.
209 **San Fernando Valley, CA**—Claude Jackson, Clyde Harley Caston, Ernest Rivera, Herbert Henningsen, William E. Thompson.
210 **Stamford, CT**—Annunziata Ferrara (s), Eugene Swaniger, Fred Matthew Sabanski, Joseph Budrawich, Kenneth Ralph Hanyon.
212 **Cleveland, OH**—Herbert H. Hackney, Jack F. Martin.
215 **Lafayette, IN**—Bennett Baker, S. Bert Tam.
217 **San Mateo Co., CA**—Douglas Edward Leadley, Fred A. Menta, Hans Wachsmuth Jr., Julia Hemphill (s), Robert A. Hammons, Sherman Sabel, William B. Priddy, William Segler.
218 **Boston, MA**—Frederick F. Piccinni.
223 **Nashville, TN**—Clinton Goodman, Elmer E. Woodward, Wallace R. Parker.
225 **Atlanta, GA**—John H. Bowden, Lillie M. Williams (s), Robert E. Boatman, Vara Oliva Godfrey (s).
244 **Grand Jct., CO**—Ralph Montoro, William Alexander Gray.
246 **New York, NY**—Andreas Buschbacher, Frieda Shmuel (s).
247 **Portland, OR**—Edwin Steindl, Eivind Bergerson Haugseth, J. Floyd Wayson.
248 **Toledo, OH**—Albert A. Jones.
255 **Bloomingburg, NY**—Patrick Pacenza.
256 **Savannah, GA**—Rosezell M. Womble (s).
257 **New York, NY**—Bronka Prywes (s), Elvio Polloni, Gilbert N. Weber, Herbert Vetterhall.
261 **Scranton, PA**—Albert Sirianna, David L. Williams, Frank Rembecky, Frank Summa, Otto R. Dack.
264 **Milwaukee, WI**—Alvin Roznick.
265 **Saugerties, NY**—Anthony Bellio.
267 **Dresden, OH**—Martha Holub (s).
269 **Danville, IL**—Emil Carpenter.
272 **Chicago Hgt., IL**—Ellie Lucy Sweet (s).
275 **Newton, MA**—Vincent Arsenault.
280 **Niagara-Gen. & Vic., NY**—John L. Nuttall.
281 **Binghamton, NY**—Howard Wayman.
283 **Augusta, GA**—Dempsey N. Smith, George Edward Campbell, Vernon Rachels.
287 **Harrisburg, PA**—E. Louise Witmer (s), Kenneth E. Smith.
296 **Brooklyn, NY**—Anatolia DiBerardino (s), Ralph Silverberg.
308 **Cedar Rapids, IA**—Charles T. Kennedy.
309 **San Gabriel, CA**—Clifford W. George, Elisa Galindo (s), Gilbert Carter, Harold S. Grant, Jens H. Mortensen.
311 **Joplin, MO**—Vivien D. Young (s).
314 **Madison, WI**—Carl D. Friedland.
316 **San Jose, CA**—Anthony J. Cisneros, Edna Victoria Hanson (s), Frank O. Ross, Frederick J. Emigh, Julius A. Plapp, Luis A. Figueroa, Maggie Sue Gayler (s), Myrna Carrillo (s), Ray Gayler, Robert H. Upton, Tillie Rivera Moreno (s), Tobe Burke Hereford, Torsten G. Fladager.
329 **Oklahoma City, OK**—Marvin R. McLin.
334 **Saginaw, MI**—William H. Allore.
342 **Pawtucket, RI**—Philippe L. Hebert, Yvon Codere.
343 **Winnipeg, Mani., CAN**—Henry Thorwesten.
344 **Waukesha, WI**—Bert Kuklinski, Edna E. Miley, Michael C. Krajcik.
345 **Memphis, TN**—Carl C. Priddy, Ernest A. Dalton, Frank W. Maddox Jr., James E. Dalton, Paul Allen Bourne.
347 **Mattoon-Cbarleston, IL**—Harold Mural Lockwood.
348 **New York, NY**—Edmund Manzi, John Meyer, Stanley Weber, William Rash.
357 **Draffenville, KY**—Morgan R. Rickman, Noble Barker, Othella Boone, Robert E. Mimms, Van Hendrickson.
359 **Philadelphia, PA**—Edward S. Jefferson.
363 **Elgin, IL**—Artbur I. Dunning, Orus I. Calhoun Jr.
369 **N. Tonawanda, NY**—Lawrence J. Anderson.
388 **Richmond, VA**—Orbie K. Perkinson.
393 **Camden, NJ**—William Suden.
397 **Whitby, Ont., CAN**—Jean Chapados.
398 **Lewiston, ID**—Viola M. Janni (s).
407 **Lewiston, ME**—Donald L. Kimball.
409 **Westside, CA**—Claude R. Pemberton.
413 **South Bend, IN**—Dora L. Williams (s).
417 **St. Louis, MO**—Estus Whitworth, Randolph C. Binger.
424 **Hingham, MA**—Joseph E. Holland Jr.
429 **Arlington, TX**—Jarvis Dorsey Davis, Nell F. Harden (s), Willie Joe Holick.
446 **St. Ste. Marie, Ont., CAN**—Dianne Dorval (s).
453 **Auburn, NY**—John Koruna.
454 **Philadelphia, PA**—Lyndon H. Elliott.
465 **Chester County, PA**—Paul A. Fry, Thomas R. Moore.
470 **Tacoma, WA**—Adolph Bosenius, Charles W. Kowal, Raymond J. Clouse, Wallace D. Royse.
472 **Ashland, KY**—Carl T. Rogers, James H. Lawson.

Locol Union, City

475 **Ashland, MA**—Dennis J. Mahoney.
483 **San Francisco, CA**—John Breed Marcott.
492 **Reading, PA**—Sarah A. Gechter (s).
494 **Windsor, Ont., CAN**—George Reiter. Peter Muller.
496 **Kankakee, IL**—Aletta Kearney (s).
502 **Port Arthur, TX**—Homer W. Bailey, Simonet Joseph Romero.
505 **San Diego, CA**—Nina Emmert (s).
509 **Cleveland, OH**—Henry Portman, Marvin J. Kutz.
510 **Berthoud, CO**—Ronald E. Hoover.
514 **Wilkes Barre, PA**—Harry L. Meade, Joseph A. Runta Jr.
515 **Colo. Springs, CO**—Bess Camile Buhring (s).
531 **New York, NY**—Antonio Vallerugo.
532 **Elmira, NY**—Anne M. Welliver (s).
551 **Houston, TX**—James Millard Fairchild, Lee J. Firestone.
557 **Bozeman, MT**—Permilla H. Guern (s).
558 **Elmhurst, IL**—Delores V. Stephens (s).
562 **Everett, WA**—Harris M. Crawford, Peter E. Crouter.
586 **Sacramento, CA**—Harold W. Henry, John J. Kraushar, Marie Ackerman (s), Mount T. Young, Roosevelt Southern.
596 **St. Paul, MN**—Albert H. Rosenberg, Raymond N Mangen.
599 **Hammond, IN**—Charles Nichols.
600 **Lehigh Valley, PA**—Clyde O. Kressley.
603 **Ithaca, NY**—Thomas L. Starkweather.
605 **Vista, CA**—Helen E. Sanders (s).
606 **Va Eveleth, MN**—Stanley J. Rutka.
608 **New York, NY**—Charles R. Lundy, John Hanrahan, Patrick Morris, Walter Traboldt.
622 **Waco, TX**—Acey Benjamin Polston, Evie Harrison Nixon (s).
623 **Atlantic County, NJ**—Dorothy Gill (s), Louis Sukoff.
624 **Brockton, MA**—Hollis Jennings.
625 **Manchester, NH**—George J. Mokas, Raymond H. Brien.
626 **Wilmington, DE**—Elizabeth Crew (s).
627 **Jacksonville, FL**—Louie Elizabeth Emanuel (s), William Rodwell Crawley.
630 **South Bay, CA**—Andrew Dean, George M. Ebbs, James M. Buchanan, Pilar Rodriguez.
631 **Charlestown, IN**—Orris N. Tower.
634 **Salem, IL**—John D. McCance, Orin N. Shelton.
638 **Marion, IL**—Clarence H. Mifflin, Estill B. Schroeder.
675 **Toronto, Ont., CAN**—Aquilino Florio, Charles Reginald Stevens.
690 **Little Rock, AR**—James A. Stephens.
698 **Covington, KY**—Matthew P. Dehlinger, Ralph T. Beiting.
701 **Fresno, CA**—Herman P. McNeely.
713 **Alameda County, CA**—Edward F. Boeh. Howard P. Barbera.
715 **Elizabetb, NJ**—Bertha Lohne (s).
721 **Los Angeles, CA**—Bonnie Jean Steward (s), Carlyle M. Aaen, George W. Overs, Ismael T. Adame, Jesus L. Ramirez, John B. Cangelosi, John Weiglein, Michael Halay.
726 **Davenport, IA**—Cova Fuller (s).
731 **Manitowoc, WI**—Allen R. Eichhorst.
732 **Rochester, NY**—Cho Bun Chan.
735 **Mansfield, OH**—Davis Ellis.
740 **New York, NY**—Arthur Stanley Hoffses.
742 **Decatur, IL**—Carl Albert Klein. Joseph Raymond Chapman Jr., Maxine Marie Moseley (s).
743 **Bakersfield, CA**—Fred Paul Dane, Lawrence Crouch.
745 **Honolulu, HI**—Haruo Nakamoto, Junichi Higa, Masatsugu Takenaka.
751 **Santa Rosa, CA**—Percy H. Payton.
756 **Bellingham, WA**—Carl W. Gulick.
770 **Yakima, WA**—Lillian Exl Bateman (s), Roy W. Ellis.
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805 **San Diego, CA**—Pearl Troop (s), Ray G. Landis.
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930 **St. Cloud, MN**—John I. Hilla.
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948 **Sioux City, IA**—Gerald Michaels Berens.
958 **Marquette, MI**—Eleanor W. Waananen (s).
964 **Rockland Co., NY**—Frederick Mutinsky Jr.

Local Union, City

971 **Reno, NV**—Clayton R. Doak.
973 **Texas City, TX**—Grace Lee Davis (s).
977 **Wichita Falls, TX**—Alton E. Pace, James Harley Woods.
998 **Royal Oak, MI**—Alice B. Minnard (s), Frederick Benjamin Walsh.
1000 **Tampa, FL**—Amos F. Johnson, Irene Bilias (s).
1005 **Merrillville, IN**—J. Martin Johanson, Wendell L. Sorg.
1007 **Niagara Fls., Ont., CAN**—Albert Szeles.
1022 **Parsons, KS**—Charley H. Cleaver.
1026 **Miami, FL**—James T. Hamilton, Rose M. Whitworth (s).
1027 **Chicago, IL**—Emil E. Velkavrh, Henry Simmons, Herbert Konrath, Joseph Balaskovits.
1028 **Lansing, MI**—Harry C. Nicholson Jr.
1050 **Philadelphia, PA**—Carolyn Ricchezza (s), William Johnston.
1062 **Santa Barbara, CA**—John O. Stewart.
1067 **Port Huron, MI**—Robert R. Paul.
1078 **Fredericksburg, VA**—Bishop L. Meadows.
1079 **Steubenville, OH**—James W. Flora.
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1240 **Oroville, CA**—Elmer Tuell Wood, Paul Shellerud, Raymond W. Hudson.
1243 **Fairbanks, AK**—Alexander Joseph Liberty Jr.
1245 **Carlsbad, NM**—Elisa N. Cisneros (s).
1251 **N. Westmnstr., BC, CAN**—William Robertson.
1266 **Austin, TX**—L. B. Tippie
.12-80 **Mountain View, CA**—Russell Taylor Dawson.
1302 **New London, CT**—Albert Smith, Allen W. Hopkins.
1319 **Albuquerque, NM**—Elsie E. Hansen (s), William Nelson.
1323 **Monterey, CA**—Alfred J. Sonnentag, Charles E. Cameron, Golda Faye Kingery (s), Harold F. Thomas,
1325 **Edmonton, Alta, CAN**—Frank Evans.
1333 **State College, PA**—Joseph A. Kozar.
1342 **Irvington, NJ**—Bruno S. Sanko, Joseph L. Garrubbo, Pasquale Forgione.
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1359 **Toledo, OH**—Glen L. Myers.
1396 **Golden, CO**—Agnes L. Street (s), Bonnie L. Nagode (s).
1397 **North Hempstad, NY**—Salvatore Falco.
1401 **Buffalo, NY**—Herbert Rickert, John E. Brown.
1405 **Halifax, NS, CAN**—B. Rex C. Franklin.
1407 **San Pedro, CA**—Chlora E. Prince.
1410 **Kingston, Ont., CAN**—James J. Duffy.
1418 **Lodi, CA**—Emory M. Cooley, Gordon F. Miner, Hazel L. Heim (s).
1419 **Johnstown, PA**—Viola Marie Sivits (s).

Local Union, City

1421 **Arlington, TX**—Arthur J. Fortenberry.
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1462 **Bucks County, PA**—Wayne A. Fahringer.
1478 **Redondo, CA**—Alexander Nazon, Angelo Michel Chiavaroli, Hubert C. Beard, Llewellyn O. Sheffler, Virgil L. Snow.
1488 **Merrill, WI**—Dale G. Anderson.
1489 **Burlington, NJ**—George M. Campbell, Philip S. Nippins Jr., Thomas Mercer.
1506 **Los Angeles, CA**—Gilson L. Anderson, Kenneth E. Pollard, William G. Krueger.
1521 **Algoma, WI**—Donald Richard Klatt.
1522 **Martel, CA**—Mario Giuseppe Muzzi.
1529 **Kansas City, KS**—Everett Charles Skaggs, James A. Wilkerson.
1536 **New York, NY**—Clemente Diorio.
1539 **Chicago, IL**—Joseph Heschl Sr., Peter P. Marcukaitis, Peter S. Peters.
1545 **Wilmington, DE**—Everett G. Snapp.
1553 **Culver City, CA**—William G. Williams.
1581 **Napoleon, OH**—Ruth V. Ebersole (s).
1588 **Sydney, NS, CAN**—Edwin Vogelsanger, John D. MacNeil.
1590 **Washington, DC**—Marshall A. Crisp, Walter C. Register Jr.
1592 **Sarnia, Ont., CAN**—Ernest Robbins, Walter Brown.
1595 **Montgomery County, PA**—Robert McKenney.
1598 **Victoria, BC, CAN**—Percy Schart.
1607 **Los Angeles, CA**—Stanley Jurewicz.
1618 **Sacramento, CA**—Walter E. Fankhauser.
1622 **Hayward, CA**—Norman L. Dahlman.
1635 **Kansas City, MO**—Glenn E. Bales.
1644 **Minneapolis, MN**—Betty J. Murphy (s), Edna J. Daniels (s).
1665 **Alexandria, VA**—Warren S. Crabtree.
1669 **Ft. William, Ont., CAN**—Seppo Silventoinen.
1683 **El Dorado, AR**—James L. Sims, Raymond W. Ogle.
1715 **Vancouver, WA**—Richard H. Bailey.
1743 **Wildwood, NJ**—Vincent R. Klecz.
1752 **Pomona, CA**—Charles Guyton.
1755 **Parkersburg, WV**—Jack M. Facemire, James P. Wilson.
1765 **Orlando, FL**—John B. Gordon, Max C. Conover.
1772 **Hicksville, NY**—Lawrence Allocco, Sven Solberg.
1780 **Las Vegas, NE**—Agnes Frances Chamberlain (s), Alfred M. Droz Jr., Elgie A. Thompson.
1797 **Renton, WA**—Jessie Louella Johnson (s).
1811 **Monroe, LA**—Waylon T. Mitchell.
1815 **Santa Ana, CA**—Emma Eva Reed (s), Henry C. Keck, Irma Christine Eggebraaten (s), John B. Slayton, Lawrence Alfred Holladay, Robert E. Cooley.
1823 **Philadelphia, PA**—Edward Preziosi, Lawrence Laplante.
1827 **Las Vegas, NV**—Jack D. Porter.
1839 **Washington, MO**—Eleanor L. Brown (s).
1845 **Snoqualmie, WA**—Hallie E. Hall (s).
1849 **Pasco, WA**—Charles Ellsworth Adkison, Donald Edward Taylor, John M. Vale.
1856 **Philadelphia, PA**—Margaret Tomid (s).
1861 **Milpitas, CA**—George G. Fernandez.
1869 **Manteca, CA**—Richard Earl Conley.
1871 **Cleveland, OH**—Rudolph Grech.

Local Union, City

1884 **Lubbock, TX**—Carlton Wellington Benson, Trilton P. Rasco.
1889 **Downers Grove, IL**—Roy F. Smith, Rudolph J. Wojdyla.
1897 **Lafayette, LA**—Stanley Oscar Champeaux.
1906 **Philadelphia, PA**—James Smith Sr.
1914 **Phoenix, AZ**—William O. Bridges.
1921 **Hempstead, NY**—Edward Evensen, Leonard Deibler.
1930 **Santa Susana, CA**—Frances Mildred Van Slyke (s).
1946 **London, Ont., CAN**—Alex Marchewicz, Frank R. Burke.
1964 **Vicksburg, MS**—Lauton Smith.
1985 **Province of Saskatchewan**—Jacob Krivoshein.
2008 **Ponco City, OK**—Frazier Brown.
2018 **Ocean County, NJ**—John M. Wozar.
2067 **Medford, OR**—Robert Dixon.
2103 **Calgary, Alta., CAN**—Frederick Duma.
2114 **Napa, CA**—Meta Gesine Stratton (s).
2127 **Centralia, WA**—Esther Willis (s).
2155 **New York, NY**—Charles Cupani.
2158 **Rock Island, IL**—Irvin Paul Morarie.
2168 **Boston, MA**—John J. McCarthy, William F. Washburn.
2231 **Los Angeles, CA**—David Willard.
2232 **Houston, TX**—Jenkins Edgar McCain.
2236 **San Francisco, CA**—Robert E. Bond, Severin G. Kleven.
2247 **Juneau, AK**—Viola Mae Belle Hieber (s).
2250 **Red Bank, NJ**—Colon L. Yarbrough.
2274 **Pittsburgh, PA**—James Andrew Gentle.
2283 **West Bend, WI**—Marvin D. Krause.
2287 **New York, NY**—Thomas Costello.
2288 **Los Angeles, CA**—Gertrude Campbell (s), Herman Jasper, John B. Richie.
2292 **Ocala, FL**—Orene Dean Trouesdale (s).
2337 **Milwaukee, WI**—John Paul Sulik.
2344 **Merrill, WI**—Charlene Meyer.
2404 **Vancouver, BC, CAN**—Albin Chester Holmgren.
2411 **Jacksonville, FL**—Floyd W. Bowser, Robert Paul Smith.
2420 **Newark, OH**—William C. Ewing.
2463 **Ventura, CA**—Yvonne Evans (s).
2554 **Lebanon, OR**—Leo Henry Suing, Melvin Ray Summers.
2601 **Lafayette, IN**—John F. Schauer, Mary Jo Anderson (s).
2608 **Redding, CA**—Abe Brown.
2633 **Tacoma, WA**—Lorraine Cowin (s).
2652 **Standard, CA**—Ben Flores, Christopher Graddy.
2685 **Missoula, MT**—Lloyd Wise.
2691 **Coquille, OR**—Floyd E. Smith, George Anthony.
2739 **Yakima, WA**—Larry D. Groth, Marie K. Middling (s).
2753 **Jamestown, NY**—Dennis Wayne Brady.
2767 **Morton, WA**—Barney Christiansen.
2791 **Sweet Home, OR**—James F. Murphy.
2817 **Quebec, Que., CAN**—Georges Gelinas.
2881 **Portland, OR**—Georgie Roberta Brunner (s).
2902 **Burns, OR**—Compton Moffet.
2942 **Albany, OR**—Wilbur G. Rea.
2949 **Roseburg, OR**—Dorla Jean Holcomb (s), Ernest R. Buettner, Francis C. Wells, Jim Nichols, Karl J. Watson, Matthew Doyle, Thomas E. Fisher.
3074 **Chester, CA**—Edmund H. Hoyt.
3103 **Martinsville, VA**—Shirley Craighead (s).
3127 **New York, NY**—David W. Henry.
9074 **Chicago, IL**—William J. Ellitch.
9144 **San Jose, CA**—James Leroy French.

I.P. boycott

Continued from Page 24

NLRB ACTION—In addition to its campaign, the UPIU and the National Labor Relations Board will pursue bad faith bargaining charges against the company. In July of this year, the NLRB ruled the lockout in Mobile was illegal, making workers there eligible for between $25 million and $40 million in backpay.

When the case went before an administrative law judge, the judge ordered IP to release records it previously refused to disclose. Upon review, the NLRB found the records contain implications of bad faith bargaining. The board and the union are now seeking similar records at the three strike sites.

Prior to the start of the IP lockout in March 1987, the company claimed it needed to eliminate premium pay of time and one-half or double-time for Sunday and holiday work in order to remain competitive.

An examination of IP's financial records, however, reveals profits doubled between 1985 and 1986 and soared to $487 million in 1987. While IP cites the threat of foreign competition, export sales alone rose by 20% last year.

In coordinated bargaining among the four sites, the union offered a profit sharing plan to get jobs back, but the company professed a deep commitment to its strikebreakers.

AFL-CIO overseas

Continued from Page 14

economic growth, trade expansion and aid to developing countries.

AFL-CIO international activities reinforce workers' rights and economic progress abroad and develop worldwide trade union solidarity to counteract sweatshop competition, multinational corporate maneuvering and unfair trade practices.

By supporting workers' rights abroad, the AFL-CIO continues to pave the road for improved conditions and rights for American workers. That point was made at the 1987 AFL-CIO regional conferences on international affairs: foreign countries must lift buying power enough to create their own markets because they can't live off exports to the U.S. forever.

LATHERS

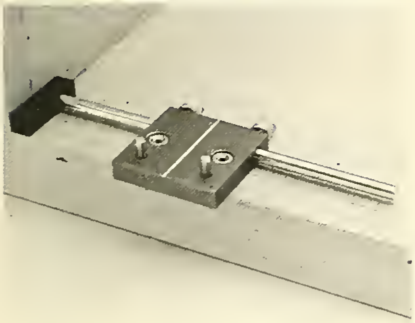
Looking for all Lathers who were participants in L.I.U. Pension Plan as of the date of the merger with the United Brotherhood of Carpenters (9-1-79) in order to obtain current addresses, social security numbers and birthdates.

Please contact the following office by mail or phone with the information:

Mrs. Lillian Marsh, Administratrix
Wood, Wire & Metal Lathing
Industry
General Pension Plan
101 Constitution Avenue, N.W.
Washington, D.C. 20001
Telephone: 202-546-6206

Information is requested to update files and will be kept strictly confidential.

HINGE PLATE GUIDE



Align-Rite Tool Co. has introduced its HG-105 drill guide for accurate mounting of Blum face frame hinge plates. An adjustable end stop provides accurate locating of hinge plates up to 6" from center of guide to inside edge of frame opening. A center line on the drill guide provides quick and easy measuring for hinge placement. Side stop design allows top and bottom hinges to be drilled without adjustment. The guide is available with 7/64 or 5mm replaceable hardened steel bushings. Made in U.S.A.; patent pending.

For more information write Align-Rite Tool Company, 1942 E. 17th St., Tucson, Ariz., 85719 or phone (602) 624-4438.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturers.

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CONCRETE FLEX FORM

The newest addition to concrete forming is the Flex Form System. This new system is designed to simplify the forming of curved concrete walls and tanks. Available for purchase or rental, the system is easily assembled and imparts a "true radius" effect to the finished concrete.

The Flex Form system consists of panels with flexible steel skin plate, backed by vertical stiffeners. Pre-rolled steel ribs are then bolted to the top and bottom of the panels to fix the required radius. If the project has walls or tanks with different radii, extra sizes of steel ribs can be supplied and used with the same panels. Since the Flex Form panels themselves are flexible, they conform exactly to the radius of the rigid steel ribs. This eliminates any need on the job site for special assembly templates or high torque bolting.

Tie holes are built into the Flex Form panels and accommodate she-bolts or taper ties. When top ties are needed, they are supported above the concrete by a special bracket that is bolted to the top rib. This special bracket also serves as a lift bracket when the forms are moved.

The Flex Form System is able to achieve a "true radius" effect on curved walls, with no "chorded" finish in the concrete surface. This means that no grinding or rubbing of form joints is required, saving the contractor time and money.

Further information can be obtained from any of 25 Symons Corporation district offices or by contacting Symons Corporation, Advertising Department, P.O. Box 5018, Des Plaines, Ill. 60017-5018.

DIAPHRAGM DESIGNS

Design guidelines for engineered diaphragms in structural wood panel floors, walls, and roofs are provided in a construction guide from the American Plywood Association.

The 28-page booklet describes how diaphragm construction can be used in building design to resist lateral loads generated by high winds or earthquakes. The construction methods presented in the brochure are accepted by the three major national code organizations. Illustrated examples show diaphragm construction for both single and multi-story buildings. Design tables provide recommended shears for high-load horizontal blocked diaphragms.

For a free single copy of "APA Design/Construction Guide: Diaphragms," write the American Plywood Association, P.O. Box 11700, Tacoma, Wash., 98411, and request Form L350.

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No room at the inn, no space on the grate

Trickle-down housing is not the answer for millions of families

This month, all over North America, there will be countless recreations of the Nativity Scene—a babe in a manger, two worshipful parents, three wise men, shepherds and domestic animals round about.

There was no room at the inn, and Joseph and Mary were forced to seek shelter in a stable. The baby Jesus was placed in a manger, a trough in which livestock are fed.

It's a scene which has been recreated over and over for centuries, and its worldly counterparts will appear, this month, in the tenements of New York, Chicago, Los Angeles and other cities . . . in the mud huts of Ethiopia, the shacks of Bangladesh.

For new life will appear over the world, this December, and millions of babies will be wrapped in swaddlings of rags or tattered coats. As the Earth's population continues to grow, the need for mangers, the need for shelters will grow, as well.

Although it slipped by almost unnoticed, last year was the International Year of Shelter for the Homeless. It was declared so by the United Nations agency HABITAT. According to the quarterly bulletin of the International Federation of Building and Wood Workers, all governments which make up the UN were called upon "to take practical steps to help the homeless."

A year later, the plight of the homeless is no better than it was the year before. In fact, in many areas of the world it grows worse. In North America, too, the problem continues to be unresolved. According to one estimate, the number of homeless in the United States is growing by 20% a year.

In the midst of economic prosperity (as President-elect George Bush described it), there are people walking the dark streets of our cities, huddled in doorways, lying on park benches, covered with newspapers, just like it was in the depression days of the 1930s.

How can this be true? Why do we see people living in luxury on our television screens and dressed like kings and queens in magazine advertisements, while other people are wandering the streets and seeking warmth on heat grates?

The answers to these questions are political answers and economic answers, and the answers can be as dramatic as those which offered Americans a New Deal a generation ago. Many of the answers were touched upon by the candidates for public office, last month. Hopefully, some solutions will be offered in the next Congress.

What troubles me when I see people sleeping in abandoned cars and under freeway bridges is the fact that the moneyed interests of the United States and Canada often treat the plight of the homeless in the same trickle-down manner they treat every other economic issue in the land: Take care of wealthy individuals and the wealthy corporations—protect their capital gains, lower their taxes and give them corrupting government contracts, and these prosperous individuals and corporations at the top of the heap will give more people at the bottom of the heap jobs, give more money to charities and all those millions and billions of dollars will trickle down to the poor and "shiftless" unfortunates of the land.

Well, it doesn't work that way. The Reagan Administration discovered this when it gave tax incentives to corporations, expecting them to plow back their excess profits into industrial expansion and job creation. Instead, many of these corporations went multinational, moving the jobs overseas and their tax savings into stock dividends and higher executive salaries.

It hasn't worked that way in deregulated banking and in a free-wheeling stock market. More banks and savings and loan institutions have failed during the past eight years than in all of the previous years since World War II. Huge and risky bank loans have been issued to speculators in international trade and leveraged stock options, while rank-and-file consumers have had to fall back on high-interest-rate credit cards and hard-to-come-by consumer loans.

The problems of housing and the homeless works the same way. The richer get richer, and the poor get poorer. Land speculation around our major cities among domestic and foreign investors has become so rampant that the price of land for housing has doubled, tripled and quadrupled in the past decade. Prices of building materials have risen beyond what the market can bear. Meanwhile, the cost of labor has either remained the same or decreased. More and more residential housing is built by unskilled or semiskilled, low-paid non-union workers, as housing contractors let building tradesmen become the scapegoats of the money-tight housing industry.

The term "homeless" today covers a broad spectrum. It ranges from the derelicts on our streets who should be in public institutions to young couples who are living with parents because they can't afford to rent or buy a shelter of their own. The homeless is a complex mixture.

The majority of the homeless population is male. However, families are a significant and fast-growing portion of the homeless. Many are children.

Some homeless have full or part-time jobs but very low incomes. According to a study by the U.S. Conference of Mayors, last year, only one in five of the homeless have jobs.

The majority have been homeless for one year or less, and we are told that people may move in and out of homelessness. With cold weather coming on, many move their tents and their trailers south to public campgrounds, and statisticians lose track of them.

A growing number of rural homeless consist of migrant workers, displaced renters, bankrupt farmers, Indian reservation families and laid-off workers. A number of the homeless have mental health problems and are drug abusers.

Efforts to get these people off the streets have fallen far short. Evictions are still daily occurrences in our inner cities, as slum landlords continue to raise their rents. Efforts to create public housing have met with mixed results.

The National Institute of Building Sciences in Washington, D.C., recently suggested that the nation may be overlooking one important way to house the nation's homeless—by remodeling and renovating thousands of vacant and boarded up existing units and buildings. A Texas builder-developer, who served as a spokesman for the institute told the U.S. Congress that of 1.3 million public housing units in the United States, more than 82,000 units were vacant. Since that testimony, last year, the total number has risen.

The Building Science Institute suggests that a "public-private partnership" should be created to deal with the problem. It has prepared guidelines for the rehabilitation of public housing.

There are recommendations from other organizations, and all should be heard. It is not too far fetched to suggest that a summit meeting or task force or some such effort be made to correct the critical and dangerous shortage of housing.

The problems of housing are all entwined with the other problems facing America:

The low rate of savings by Americans. Few potential home buyers have been able to accumulate down payments, much less the necessary "points" for housing.

The high level of consumer debt. The homeless are certainly credit risks and will continue to be until they have adequate incomes.

The lack of regulations in housing and mortgage lending. Despite the fact that low-interest FHA and VA loans are the only hope for housing for many Americans, conservative legislators have tried to eliminate FHA and have not helped to make VA and FHA loans attractive to money lenders.

The record on public housing and "model cities" has not been good, because, in many instances, there have not been community rules and regulations which maintain the initial quality of housing.

The lack of adequate income for most working North Americans in need of housing. The family structure is breaking down in many communities. Many wives and mothers have no choice but to get a job outside the home in order to pay the mortgage.

There are many other factors—too long a list to be mentioned here, but the problems must be assessed carefully and honestly by the new administrations.

Now that the elections are over in the U.S. and Canada, it is time to turn our attention to this mounting problem. As a labor union, we pride ourselves in being "our brother's keeper." We must carry out this commitment in all that we do in the years ahead.

Sigurd Lucassen
SIGURD LUCASSEN
General President

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